

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Wednesday, January 19, 2011 -- 1:30 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

EXCUSED: Supervisors De Bruin and Schmitt

SCHEDULED ITEMS:

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):

1. 11-P-01 Deliberation, negotiation, or renegotiation of collective bargaining
INF 11-29 agreements.

APPEARANCES:

Greg Gracz, Director, Labor Relations

Fred Bau, Specialist, Labor Relations

Mark Vetter, Beulow Vetter

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 #1. 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. 4-0

AYES: Borkowski, Rice, Sanfelippo, and Jursik (Chair) – 4

NOES: 0

The Committee convened into closed session at approximately 1:35 p.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Fred Bau, Specialist, Labor Relations
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: 1:30 p.m. to 2:50 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, January 28, 2011 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

SCHEDULED ITEMS:

1. 11-22(a) From the Interim Director of Human Resources relative to
INF 11-50 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:

Candace Richards, Interim Director, Human Resources

***MOTION BY:(De Bruin) Lay over the reallocation section dated
January 28, 2011, contained within the report for the
position of Executive Director 3/Mental Health
Administrator. 6-0***

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

NOES: 0

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

2. 11-23(a) From the Interim Director of Human Resources relative to
INF 11-40 appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Marlo Knox, Human Resources Manager, Office of the Sheriff
Richard Schmidt, Inspector, Office of the Sheriff

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

3. 11-24(a) From the Interim Director of Human Resources relative to dual
INF 11-42 employment, temporary assignments to a higher classification,
temporary appointments and emergency appointments.
(INFORMATIONAL ONLY)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

The Committee took no action regarding this informational report.

4. 10-347(a)(b) From the Interim Director of Human Resources, submitting
11-55 recommendations for appropriate classifications and rates of pay for
positions created in the 2011 Adopted Budget.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:24 Ms. Richards indicated that this is a list of the remaining
recommended classifications and pay ranges for positions adopted in
the 2011 Budget.

Questions and comments ensued.

01:21 Supervisor De Bruin requested a follow-up report from Human
Resources and DAS on how many positions are actually being filled
and the status of said positions.

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

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

NOES: 0

5. 11-77 From the Interim Director of Human Resources, requesting
11-61 authorization to extend the Temporary Assignment to a Higher
Classification (TAHC) for Maria Ledger for the position of Director of
the Department of Family Care until such time that an appointment is
made to fill the position.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

Comments regarding this TAHC were made by Supervisors.

SCHEDULED ITEMS:

MOTION BY:(Borkowski) Approve. 6-0

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

NOES: 0

6. 11-78 From the Interim Director of Human Resources, requesting
11-57 authorization to extend the Temporary Assignment to a Higher
Classification (TAHC) for Sean Payne for the position of IT Manager-
Server until May 3, 2011.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

Comments regarding this TAHC were made by Supervisors.

MOTION BY:(Borkowski) Approve. 6-0

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

NOES: 0

7. 11-79 From the Interim Director of Human Resources, requesting
11-58 authorization to extend the Temporary Assignment to a Higher
Classification (TAHC) for Babu Thomas for the position of IT Manager-
Service Desk until May 3, 2011.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

MOTION BY:(Schmitt) Approve. 6-0

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

NOES: 0

8. 11-80 From the Office of the Sheriff requesting authorization to grant a leave
11-59 of absence pursuant to Section 17.193 of the Milwaukee County
General Ordinances.

00:22 Supervisor Borkowski provided an explanation as how this particular
Ordinance helps protect incumbents and preserve their original
positions.

MOTION BY:(Borkowski) Approve. 6-0

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

SCHEDULED ITEMS:

NOES: 0

SCHEDULED ITEMS:

9. 11-P-02 From the Director of Employee Benefits submitting an informational
INF 11-51 report regarding the Mental Health Parity Act. **(INFORMATIONAL
11-90 ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Matt Hanchek, Benefits Manager, Employee Benefits Division, DAS

Questions and comments ensued.

***MOTION BY:(De Bruin) RECEIVE AND PLACE ON FILE, the report
from the previous Director of Employee Benefits dated
December 15, 2010, regarding the Mental Health Parity
Act. 6-0***

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

NOES: 0

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

10. 11-47 From the Office of Sheriff requesting authorization to abolish 18 Deputy
11-50 Sheriff Sergeant positions and create 18 Correctional Officer Lieutenant
positions for the County Correctional Facility Central effective February
21, 2011. **(Also to the Committee on Finance and Audit, the
Department of Administrative Services, and Division of Human
Resources)**

APPEARANCES:

Richard Schmidt, Inspector, Office of the Sheriff
Jon Priebe, Fiscal Affairs, Office of the Sheriff
Mark Grady, Principal Assistant, Corporation Counsel

Questions and comments ensued.

MOTION BY:(Schmitt) Lay item over to the March meeting cycle. 6-0

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

NOES: 0

SCHEDULED ITEMS:

11. 11-59 From the Interim Director, Department of Health and Human Services,
11-44 requesting authorization to create 4 Disability Benefits Specialist positions
in the Disability Services Division (DSD) of the Department of Health and
Human Services (DHHS) effective February 21, 2011. **(Also to the
Committee on Finance and Audit, Department of Administrative
Services, and Division of Human Resources.)**

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human Services
John Ruggini, Fiscal and Budget Administrator, DAS
Mary Anne Grimes, Principal Assistant, Corporation Counsel

***MOTION BY:(Schmitt) Concur with the Committee on Finance and
Audit and approve.***

- 00:36 Ms. Lyday stated these positions support this critical service offered under
the Resource Center that provides individuals with support to navigate
the SSI system, it assists with appeals, it assists with Social Security
appeals, and they work hand-in-hand with Economic Support Specialists
and with options counseling.

Questions and comments ensued.

MOTION BY:(Sanfelippo) Lay the item over.

Further discussion ensued.

- 22:59 Both Supervisors Schmitt and Sanfelippo withdrew their motions.

***MOTION BY:(De Bruin) AMEND the resolution by inserting a "BE IT
FURTHER RESOLVED" clause on Line 44 that reads as
follows: "BE IT FURTHER RESOLVED that these four (4)
positions are asterisked for abolishment if non-tax levy
funding is discontinued." 6-0***

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

NOES: 0

12. 11-73 From the Director, Department of Transportation and Public Works,
11-6 requesting authorization to create one Managing Engineer/Field
Operations-Airport position, one Managing Engineer-Mechanical position,
one Engineer position, and one Engineering Technician position. **(Also to
the Committee on Finance and Audit, Department of Administrative
Services, and Division of Human Resources.)**

SCHEDULED ITEMS:

APPEARANCES:

Greg High, Administrator, Architectural, Engineering, and Environmental Services Division, Department of Transportation and Public Works
Josh Fudge, Fiscal Management Analyst, DAS
John Ruggini, Fiscal and Budget Administrator, DAS

Questions and comments ensued at length.

MOTION BY:(Schmitt) Approve the classification and rate of pay for the position of Managing Engineer/Field Operations-Airport. 6-0

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

NOES: 0

MOTION BY:(Schmitt) Approve the classifications and rates of pay for the positions of Managing Engineer-Mechanical and Engineer. 2-4

AYES: Schmitt and Jursik (Chair) – 2

NOES: Borkowski, De Bruin, Rice, and Sanfelippo - 4

Supervisor Schmitt's motion failed.

13. 11-72 From the Interim Director, Department of Family Care, requesting
11-56 authorization to create one Fiscal Assistant II position. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

John Ruggini, Fiscal and Budget Administrator, DAS
Maria Ledger, Interim Director, Department of Family Care

- 00:23 Mr. Ruggini stated this this position was requested in the Department of Family Care's 2011 Budget as a create. There are two components of position funding, position authority and position funding. With their budget, this Department requested to have both the position created and funded. Somehow this request was omitted and was an oversight by DAS. The funding was put into the Department of Family Care's budget.

Questions and comments ensued.

MOTION BY:(De Bruin) Approve the classification and rate of pay for the said positions. 6-0

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

NOES: 0

SCHEDULED ITEMS:

Item #s 14 and 15 were considered together.

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. 11-P-01 Deliberation, negotiation or re-negotiation of collective bargaining
INF 11-29 agreements.

SEE ITEM #15 FOR COMMITTEE ACTION

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):

15. 11-P-03 From Corporation Counsel submitting a status report regarding
INF 11-48 Milwaukee District Council 48 AFSCME, AFL-CIO v. Milwaukee County
(35-hour workweek decision).

APPEARANCES:

Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), and (g), for the purpose of discussing Item #s 14 and 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. 6-0

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

NOES: 0

The Committee convened into closed session at approximately 11:40 a.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

16. 11-P-04 Pursuant to Wisconsin Statutes, Sections 17.22 and 59.17, confirmation
11-91 of the appointment of Mr. Renee Booker to the position of Director,
Department of Administrative Services.

SCHEDULED ITEMS:

APPEARANCES:

Mary Anne Grimes, Principal Assistant, Corporation Counsel
Tim Schoewe, Acting Corporation Counsel
Candace Richards, Interim Director, Human Resources
Geri Lyday, Interim Director, Department of Health and Human Services

- 00:37 Supervisor Jursik directed Ms. Grimes advise the Committee on the requirements of Section 17.22 of the Wisconsin Statutes. Ms. Grimes complied.
- 03:47 Supervisor Jursik directed Mr. Ceschin to read into the record a memo dated January 26, 2011, addressed to her from the County Executive and a memo dated January 27, 2011, from the County Executive to the County Board Chairman. Mr. Ceschin complied.
- 07:24 Supervisor Jursik expressed her concern regarding the actions taken by the County Executive.

Questions and comments ensued at length.

MOTION BY:(Jursik) Deny the appointment of Mr. Renee Booker for the position of Director of the Department of Administrative Services with a request for information from Corporation Counsel to assist in drafting the proper notice necessary to have this item addressed at the February 3, 2011, County Board meeting. 6-0

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

NOES: 0

SCHEDULED ITEMS:

STAFF PRESENT:

Candace Richards, Interim Director, Human Resources, DAS
Marlo Knox, Human Resources Manager, Office of the Sheriff
Richard Schmidt, Inspector, Office of the Sheriff
Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Matt Hanchek, Benefits Manager, Employee Benefits Division, DAS
Jon Priebe, Fiscal Affairs, Office of the Sheriff
Mark Grady, Principal Assistant, Corporation Counsel
Geri Lyday, Interim Director, Department of Health and Human Services
John Ruggini, Fiscal and Budget Administrator, DAS
Mary Anne Grimes, Principal Assistant, Corporation Counsel
Greg High, Administrator, Architectural, Engineering, and Environmental Services Division,
Department of Transportation and Public Works
Josh Fudge, Fiscal Management Analyst, DAS
Maria Ledger, Interim Director, Department of Family Care
Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
Tim Schoewe, Acting Corporation Counsel
Rick Ceschin, Research Analyst, County Board

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 12:25 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel



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

Thursday, February 24, 2011

1:30 PM

Room 201-B

Special Meeting

Call To Order

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

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).

- 1 INF 11-103 Discussion on the impact of the State of Wisconsin's Budget Adjustment legislation on Milwaukee County collective bargaining.

APPEARANCES:

Roy de la Rosa, Director, Intergovernmental Relations

Fred Bau, Interim Director, Labor Relations

Mark Vetter, Beulow Vetter

Jerry Heer, Director, Department of Audit

Tim Schoewe, Acting Corporation Counsel

Mr. de la Rosa provided an overview of the Budget Adjustment Bill and Biennial State Budget. He discussed reductions and explained the effect of the Governor's propositions.

Questions and comments ensued.

Mr. Vetter explained in detail proposed changes to municipal employee bargaining rights.

Discussion ensued at length.

SEE ITEM 2 FOR COMMITTEE ACTION

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

APPEARANCES:

Fred Bau, Interim Director, Labor Relations

Mark Vetter, Beulow Vetter

Jerry Heer, Director, Department of Audit

Tim Schoewe, Acting Corporation Counsel

A motion was made by Supervisor Borkowski to adjourn into closed session under the provisions of Wisconsin Statutes Sections 19.85(1)(c), (g) for the purpose of discussing Item #s 1 and 2. At the conclusion of the closed session, the Committee may reconvene in open session to take what ever action(s) it may deem necessary on the aforesaid item. The motion was approved by the following vote:

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

The Committee convened into closed session at approximately 2:10 p.m. The Committee did not reconvene back into open session.

Length of meeting: 1:34 p.m. to 3:00 p.m.

Adjournment

Deadline for the next meeting: The next regular meeting for this Committee is Friday, March 11, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, february 25, 2011.

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Thursday, February 24, 2011 -- 1:30 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

SCHEDULED ITEMS:

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):

1. 11-P-04 Discussion on the impact of the State of Wisconsin's Budget
INF 11-103 Adjustment legislation on Milwaukee County collective bargaining.

APPEARANCES:

Roy de la Rosa, Director, Intergovernmental Relations

Fred Bau, Interim Director, Labor Relations

Mark Vetter, Beulow Vetter

Jerry Heer, Director, Department of Audit

Tim Schoewe, Acting Corporation Counsel

02:09 Mr. de la Rosa provided an overview of the Budget Adjustment Bill and Biennial State Budget. He discussed reductions and explained the effect of the Governor's propositions.

Questions and comments ensued.

14:35 Mr. Vetter explained in detail proposed changes to municipal employee bargaining rights.

Discussion ensued at length.

SEE ITEM 2 FOR COMMITTEE ACTION

SCHEDULED ITEMS:

2. 11-P-01 Deliberation, negotiation, or renegotiation of collective bargaining
INF 11-104 agreements.

APPEARANCES:

Fred Bau, Interim Director, Labor Relations
Mark Vetter, Beulow Vetter
Jerry Heer, Director, Department of Audit
Tim Schoewe, Acting Corporation Counsel

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 #s 1 and 2. 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, DeBruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 2:10 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Roy de la Rosa, Director, Intergovernmental Relations
Fred Bau, Interim Director, Labor Relations
Mark Vetter, Beulow Vetter
Jerry Heer, Director, Department of Audit
Tim Schoewe, Acting Corporation Counsel
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: 1:30 p.m. to 2:50 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel



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. Czarnecki, 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 Hanchek, 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 Hanchek, 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.



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

Thursday, March 17, 2011

8:30 AM

Room 203-R

Special Meeting

Call To Order

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

- 1 11-188 From the Interim Director, Department of Labor Relations, recommending that the Milwaukee County Board of Supervisors reaffirm the 2011 Adopted Budget policy of implementing health care plan design changes for all retirees and implement the 2011 health care plan for those retirees previously covered under the 2007-2008 District Council 48 Collective Bargaining Agreement.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 11-146](#)
 [Audio PER 03/17/11](#)

APPEARANCES:
Fred Bau, Interim Director, Department of Labor Relations
John Ruggini, Interim Fiscal and Budget Administrator, DAS
Jerry Heer, Director, Department of Audit

Supervisor Borkowski requested that Human Resources and DAS prepare a document with facts and figures to assist Supervisors with addressing questions posed by constituents.

A motion was made by Supervisor Sanfelippo that this item be AMENDED by inserting a "WHEREAS" clause on Line 46 that reads: "WHEREAS, the differences between the current health care plan design and the 2011 health care plan design are summarized in the document 'Summary of Retiree 2009 Health Plan Compared to 2011 Health Plan,' which is attached hereto and made a part of this file; and". The motion was approved by the following vote:

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

A motion was made by Supervisor Sanfelippo that this item be recommended for adoption as AMENDED. The motion was approved by the following vote:

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

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):

- 2 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](#)

APPEARANCE:

Tim Schoewe, Acting Corporation Counsel

A motion was made by Supervisor Borkowski that the Committee enter into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing Item #2. 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: 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

The Committee convened into closed session at approximately 9:14 a.m. The Committee did not reconvene back into open session.

Length of meeting: 8:36 a.m. to 9:40 a.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.



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, April 15, 2011

9:00 AM

Room 201-B

Call To Order

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

- 1 11-219 From the County Board Chairman, appointing Mr. Dean Muller to the Milwaukee County Pension Board replacing Mr. Donald A. Cohen for a term expiring April 30, 2014.

Attachments: [REPORT](#)
 [CB Resolution 11-164](#)
 [Audio PER 04/15/11](#)

APPEARANCE:
Terrence Cooley, Chief of Staff, County Board

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

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

- 2 11-220 From the County Board Chairman, appointing Mr. Donald A. Cohen to the Milwaukee County Pension Study Commission to replace Mr. Dean Muller's anticipated vacated seat and fill the unexpired portion of his term expiring April 30, 2012.

Attachments: [REPORT](#)
 [CB Resolution 11-165](#)
 [Audio PER 04/15/11](#)

APPEARANCE:
Terrence Cooley, Chief of Staff, County Board

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

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

- 3 INF 11-184 From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range. **(Informational only)**

Attachments: [MEMO](#)
 [REPORT](#)
 [Audio PER 04/15/11](#)

APPEARANCES:
Candace Richards, Interim Director, Human Resources
Bonica Voss, Clerical Specialist, Human Resources

This item was discussed with no action taken.

- 4 INF 11-185 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 04/15/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

This item was discussed with no action taken.

- 5 11-216 From the Interim Director of Human Resources requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Tarsha Stallworth for the position of Executive Assistant (Child Support) until the incumbent, Ms. Vernice Strapp-Pitts, returns to the position.

Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 11-153](#)
 [Audio PER 04/15/11](#)

APPEARANCES:
Candace Richards, Interim Director, Human Resources
Thea Flasch, Human Resources Coordinator, Department of Child Support Enforcement

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

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

- 6 INF 11-187 **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 & Audit and Personnel.) (03/11/11: Follow-up report requested.) (INFORMATIONAL UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio F&A 04/14/11](#)
 [Audio PER 04/15/11](#)

APPEARANCES:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Matt Hanchek, Benefits Manager, Employee Benefits Division, DAS

This item was discussed with no action taken.

- 7 11-221 From the Employee Benefits Workgroup, requesting authorization to implement, as soon as permitted by law, wage and benefit policies for active employed members of AFSCME District Council 48 by amending Sections 17.10, 17.14, and 17.16 of the Milwaukee County Code of General Ordinances. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [Fiscal Note](#)
 [CB Resolution/Ordinance 11-169](#)
 [Audio F&A 04/14/11](#)
 [Audio PER 04/15/11](#)

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
CJ Pahl, Acting Assistant Fiscal and Budget Administrator, Department of Administrative Services (DAS)
Scott Manske, Controller, DAS
Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Matt Hanchek, Benefits Manager, Employee Benefits Division, DAS

A motion was made by Supervisor Sanfelippo that the Committee on Personnel concur with the actions of the Committee on Finance and Audit and approve. The motion PREVAILED by the following vote:

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

- 8 INF 11-182 From the Interim Director, Department of Health and Human Services, and the Administrator of the Behavioral Health Division, submitting an informational report regarding overtime and use of advance steps at the Behavioral Health Division. **(Referred to the Committees on Health and Human Needs and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [CB Resolution 11-185](#)
 [Audio HHN 04/13/11](#)
 [Audio PER 04/15/11](#)

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human Services (DHHS)
Maggie Mesaros, Fiscal Management Analyst, Behavioral Health Division,
DHHS

Supervisor De Bruin requested for the next meeting, given the new County Executive has had a chance to review this matter, information that addresses whether an additional staffing realignment might help in this area.

Madame Chair requested to be provided with information that represents the budgeted amount for overtime that has been used year-to-date.

A motion was made by Supervisor Borkowski that this informational report be RECEIVED AND PLACED ON FILE. The motion PREVAILED by the following vote:

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

- 9 ORD 11-4 From Corporation Counsel, requesting authorization to amend Sections 201.24(4.1) of the Milwaukee County General Ordinances as it pertains to certain pension benefit enhancements for non-represented employees. **(Referred to the Pension Board, Pension Study Commission, and Committees on Finance & Audit and Personnel.)**

Attachments: [MEMO](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Pension Study Commission's Review](#)
 [CB Resolution 11-170](#)
 [Audio F&A 04/14/11](#)
 [Audio PS 04/15/11](#)
 [Audio PER 04/15/11](#)

APPEARANCES:

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

A motion was made by Supervisor Schmitt that the Committee on Personnel concur with the actions of the Committee on Finance and Audit and the Pension Study Commission and approve. The motion **PREVAILED** by the following vote:

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

10 11-50

From the Office of Sheriff, requesting authorization to abolish 18 Deputy Sheriff Sergeant positions and create 18.0 Correctional Officer Lieutenant positions for the County Correctional Facility Central effective February 21, 2011. **(Referred to the Committees on Finance and Audit, Personnel, the Department of Administrative Services, and Division of Human Resources.) (03/11/11: Laid over.)**

Attachments: [DEPT. REPORT](#)
 [DAS REPORT](#)
 [DHR REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Report CO savings](#)
 [Audio F&A 01/27/11](#)
 [Audio PER 01/28/11](#)
 [Audio F&A 03/10/11](#)
 [Audio PER 03/11/11](#)
 [CB Resolution 11-47](#)
 [Audio F&A 04/14/11](#)
 [Audio PER 04/15/11](#)

APPEARANCES:

Richard Schmidt, Inspector, Office of the Sheriff
Jon Priebe, Fiscal Affairs, Office of the Sheriff

A motion was made by Supervisor De Bruin that the Committee on Personnel concur with the actions of the Committee on Finance and Audit and approve. The motion PREVAILED by the following vote:

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

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).

- 11 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](#)

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 Item #11. 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, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

The Committee convened into closed session at approximately 10:34 a.m. The Committee did not reconvene back into open session.

Length of meeting: 9:02 a.m. to 11:54 a.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, May 20, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, May 6, 2011.



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

Thursday, April 21, 2011

12:00 PM

Room 201-B

Special Meeting

Call To Order

Present 5 - Borkowski, De Bruin, Rice, Sanfelippo and Jursik

Excused 1 - Schmitt

- 1 **INF 11-208** From the Interim Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the "classified" or "unclassified" service.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [Audio PER 04/21/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

This item was discussed with no action taken.

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):

- 2 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](#)

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 Item #2. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary on the aforesaid item. The motion **PREVAILED** by the following vote:

Aye: 5 - Borkowski, De Bruin, Rice, Sanfelippo and Jursik

Excused: 1 - Schmitt

The Committee convened into closed session at approximately 12:14 p.m. The Committee did not reconvene back into open session.

Length of meeting: 12:02 p.m. to 12:23 p.m.

Adjourned,

**Jodi Mapp
Committee Clerk
Committee on Personnel**

Deadline for the next meeting:

The next regular meeting for this Committee is Friday, May 20, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, May 6, 2011.



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, May 20, 2011

9:00 AM

Room 201-B

Call To Order

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

- 1 11-248 From the County Executive appointing Ms. Florence Hanna Dukes to the Milwaukee County Personnel Review Board to fill the vacancy created by the resignation of Helen Dixon for a term expiring October 31, 2015.

Attachments: [REPORT](#)
 [CB Resolution 11-199](#)
 [Audio PER 05/20/11](#)

APPEARANCE:

E. Marie Broussard, Deputy Chief of Staff, County Executive's Office

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

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

- 2 INF 11-236 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 05/20/11 Part 1](#)
 [Audio PER 05/20/11 Part 2](#)

APPEARANCES:

Candace Richards, Interim Director, Human Resources

Terry Blue, Assistant Director, General Mitchell International Airport

Supervisor Schmitt requested that the Committee be provided with an organizational chart that reflects where this position fits in the scheme of the Airport.

This Informational Report was discussed with no action taken.

- 3 INF 11-234 From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range. **(Informational only)**

Attachments: [REPORT](#)
 [Audio PER 05/20/11](#)

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Marlow Knox, Human Resources Manager, Office of the Sheriff

This Informational Report was discussed with no action taken.

- 4 INF 11-235 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 05/20/11](#)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

- 5 **ORD 11-5** From the Interim Director, Department of Human Resources, requesting authorization to amend Ordinance 17.16(1) of the Milwaukee County Code of General Ordinances regarding overtime compensation.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 11-214](#)
 [Audio PER 05/20/11](#)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

Supervisor Cesarz requested a memo to the County Board Chairman be issued on behalf of the Committee asking the status of a resolution that came out of the Personnel Committee when he sat as the Chair and was passed by the Board by a vote of 25-0 that directed a complete revision of Chapter 17 of the Ordinance, in its entirety.

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

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

- 6A INF 11-241 From the Interim Directors of the Divisions of Human Resources and Employee Benefits, submitting an informational report regarding pension and employee benefits relating to the rehiring of prior County employees. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio PER 05/20/11](#)

APPEARANCES:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
George Aldrich, Chief of Staff, County Executive's Office
Mark Grady, Acting Deputy, Corporation Counsel
County Supervisor Patricia Jursik, 8th District

The Committee requested and the Chair directed that this item be referred to the Employee Benefits Workgroup for review of the relevant Ordinances, provide analysis of what the comparable policies are in other public and private sectors with respect to sick time payout, analyze policies relating to sick time payouts compared to short-term disability plans, and include a review of the County Executive's Order as well. Draft recommendations to present to the Personnel Committee at the June meeting for implementation by the Board.

Candace Owley, Wisconsin Federation of Nurses, appeared and spoke regarding this item.

This Informational Report was discussed with no action taken.

- 6B INF 11-242 From the Interim Directors of the Divisions of Human Resources and Employee Benefits, submitting an informational report regarding the appointment and termination of Mr. Renee Booker as Acting Director of the Department of Administrative Services. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
[Audio PER 05/20/11](#)

APPEARANCES:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Candace Richards, Interim Director, Human Resources
Mark Grady, Acting Deputy, Corporation Counsel
County Supervisor Patricia Jursik, 8th District

Supervisor Lipscomb requested and the Chair directed that this item be referred to Corporation Counsel for a written legal opinion on policy related to placing candidates in appointed positions prior to County Board confirmation.

A motion was made by Supervisor Cesarz that this Informational Report be referred to Corporation Counsel to provide a written legal opinion on whether the County can investigate the hiring process and payouts upon termination of Mr. Renee Booker, former Acting Director of the Department of Administrative Services, and advise as to how such an investigation can be conducted. The motion **PREVAILED** by the following vote:

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

- 7 INF 11-232 **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.) (04/11: Follow-up report requested.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
[Audio F&A 05/19/11](#)
[Audio PER 05/20/11](#)

APPEARANCE:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS

This Informational Report was discussed with no action taken.

- 8 11-221 From the Employee Benefits Workgroup, requesting authorization to implement, as soon as permitted by law, wage and benefit policies for active employed members of AFSCME District Council 48 by amending Sections 17.10, 17.14, and 17.16 of the Milwaukee County Code of General Ordinances. **(04/21/11: Referred back to the Committees on Finance and Audit and Personnel by the Board.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution/Ordinance 11-169](#)
 [Audio F&A 04/14/11](#)
 [Audio PER 04/15/11](#)
 [Audio F&A 05/19/11](#)
 [Amendment \(PER\)](#)
 [CB AMENDED Resolution 11-221](#)
 [Audio PER 05/20/11](#)

APPEARANCES:

Mark Grady, Acting Director, Corporation Counsel
Scott Manske, Controller, DAS

A motion was made by Supervisor Schmitt that the Committee on Personnel concur with the Committee on Finance and Audit and recommend this Resolution/Ordinance for adoption. A vote was not taken on this motion.

A motion was made by Supervisor Rice that this Resolution/Ordinance be AMENDED as follows: Section 1 subsection 6 beginning on Line 55, Section 2 subsection 8 beginning on Line 173, and Section 3 subsections 5 and 6 beginning on Line 429 as delineated in the attachment. The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Schmitt that this Resolution/Ordinance be approved AS AMENDED. The motion PREVAILED by the following vote:

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

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

- 9 11-232 From the County Board Chairman requesting authorization to abolish one position of Administrative Secretary 1-Office Assistant 1 and create two part-time positions of Administrative Secretary 1-Office Assistant 1/Receptionist. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services , and Division of Human Resources.)**

Attachments: [DAS REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[DHR REPORT](#)
[DEPT REPORT](#)
[Audio F&A 05/19/11](#)
[Audio PER 05/20/11 Part 1](#)
[Audio PER 05/20/11 Part 2](#)
[CB resolution 11-188](#)

APPEARANCE:
Terrence Cooley, Chief of Staff, County Board

A motion was made by Supervisor Borkowski 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: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

Haas was not present at the time the roll was called but later requested unanimous consent to be recorded as voting Aye on this item. Upon hearing no objections, it was so ordered by the Chair.

- 10 11-236 From the Controller, Department of Administrative Services, requesting authorization to abolish one Accountant 4 position and create one Accountant 3 position in the Department of Administrative Services - Fiscal Affairs Division. **(Referred to the Committees on Finance and Audit and Personnel, the County Board, and Division of Human Resources)**

Attachments: [DEPT REPORT](#)
 [CB REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [DHR REPORT](#)
 [Audio F&A 05/19/11](#)
 [Audio PER 05/20/11](#)
 [CB resolution 11-209](#)

APPEARANCE:
Scott Manske, Controller, DAS

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, Haas and Sanfelippo

- 11 11-253 From the Director of Parks, Recreation, and Culture, requesting authorization to abolish the following positions: one Carpenter; upon vacancy, one Restaurant Concession Manager/Parks; upon vacancy, one Park Unit Coordinator 1/Concessions; one Park Unit Coordinator 2/Concessions; and one Regional Operations Manager and create the following positions: one Painter/Parks, one Assistant Chief of Recreation and Business Operations, one Golf Services Manager, and one Clubhouse Concessions Manager. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DAS REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [DHR REPORT](#)
 [DEPT REPORT](#)
 [Audio F&A 05/19/11](#)
 [Audio PER 05/20/11](#)
 [CB resolution 11-212](#)

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, Haas and Sanfelippo

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):

12 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](#)

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 Item #11. 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, Haas and Sanfelippo

The Committee convened into closed session at approximately 11:12 a.m. The Committee did not reconvene back into open session.

Deadline for the next meeting:

The next regular meeting for this Committee is Friday, June 17, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, June 3, 2011.



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

Wednesday, June 1, 2011

9:00 AM

Room 203-R

SPECIAL

Call To Order

Present 6 - Borkowski, Schmitt, Rice, Lipscomb, Haas and Sanfelippo

Excused 1 - Cesarz

(CLOSED SESSION):

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

- 1 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](#)

APPEARANCES:

Fred Bau, Interim Director, Labor Relations

Mark Vetter, Beulow Vetter

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 #1. 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, Rice, Lipscomb, Haas and Sanfelippo

Excused: 1 - Cesarz

The Committee Convened into closed session at approximately 9:30 a.m. The Committee did not reconvene back into open session.

Length of meeting: 9:07 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, July 22, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, July 8, 2011.



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, June 17, 2011

9:00 AM

Room 201-B

Call To Order

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

- 1 INF 11-284 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 06/17/11](#)

APPEARANCES:

Candace Richards, Interim Director, Human Resources
James Keegan, Chief of Administration and External Affairs

This Informational Report was discussed with no action taken.

- 2 INF 11-285 From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [Audio PER 06/17/11](#)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

- 3 INF 11-283 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 06/17/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

- 4 11-299 From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Sean Payne, who is currently serving in the position of IT Manager-Server, through September 2, 2011.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 11-78\(a\)\(a\)](#)
 [Audio PER 06/17/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

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

- 5 INF 11-287 From the Director of Human Resources, an adopted resolution/ordinance amending 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 reports due.)**
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [REPORT](#)
 [Audio PER 06/17/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

Items 6 and 7 were considered together.

- 6 **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.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Substitute Resolution ORD 11-7](#)
 [Audio PER 06/17/11](#)

APPEARANCES:

Tia Torhorst, Director of Legislative Affairs, County Executive's Office
Mark Grady, Acting Deputy, Corporation Counsel

Supervisor Rice requested that Corporation Counsel provide the Committee with the language associated with the Champine decision.

A motion was made by Supervisor Schmitt to consider a **SUBSTITUTE Resolution/Ordinance** as submitted in Item 7, File No. INF 11-286, by the **Employee Benefits Workgroup**. The motion **PREVAILED** by the following vote:

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

A motion was made by Supervisor Schmitt that the **Employee Benefits Workgroup's Resolution/Ordinance**, as submitted in Item 7, File No. INF 11-286, be **SUBSTITUTED** for the Resolution/Ordinance submitted by the County Executive's Office and recommended for adoption. The motion **PREVAILED** by the following vote:

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

The Committee requested that the Employee Benefits Workgroup bring a report back before the Committee for the September meeting cycle providing additional information on short-term disability plans available to Milwaukee County.

- 7 INF 11-286 From the Interim Directors of the Divisions of Human Resources and Employee Benefits, submitting an informational report regarding pension and employee benefits relating to the rehiring of prior County employees. **(05/20/11: Referred to the Employee Benefits Workgroup for a report due the June meeting cycle.)**
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [REPORT](#)
 [SUBSTITUTE RESOLUTION](#)
 [SUBSTITUTE FISCAL NOTE](#)
 [Audio PER 06/17/11](#)

APPEARANCES:
Mark Grady, Acting Deputy, Corporation Counsel
Jerry Heer, Director, Department of Audit

SEE ITEM 6, FILE NO. ORD 11-7, FOR COMMITTEE ACTION

- 8 INF 11-280 **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.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 10-347\(a\)\(c\)](#)
 [Audio F&A 06/16/11](#)
 [Audio PER 06/17/11](#)

APPEARANCES:

Mark Grady, Acting Deputy, Corporation Counsel
CJ Pahl, Acting Assistant Fiscal and Budget Administrator, DAS

A motion was made by Supervisor Lipscomb Sr. that this Budget directive/Informational Report be REFERRED to Corporation Counsel with the direction and authorization to: 1) retain outside legal counsel to provide the Employee Benefits Workgroup and the Personnel Committee with legal guidance on how to best proceed in order to cap the pension backdrop at a specific point in time; 2) have an Actuarial study of the impact of such action should be conducted in accordance with previous direction from the County Board; 3) utilize funding provided in the Litigation Reserve Account; and 4) produce a complete report on this matter from the Employee Benefits Workgroup to the Committees on Personnel and Finance and Audit no later than the September County Board meeting cycle, in order to address this matter without further delay. This directive shall be submitted in a Resolution BY THE COMMITTEE on Personnel, which is recommended for adoption. The motion PREVAILED by the following vote:

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

- 9 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](#)
 [ACTUARIAL REPORT](#)
 [FISCAL NOTE](#)
 [PENSION BOARD REPORT](#)
 [Audio F&A 06/16/11](#)
 [Audio PER 06/17/11](#)

APPEARANCE:
Mark Grady, Acting Deputy, Corporation Counsel

A motion was made by Supervisor Schmitt that this item be laid over to the July meeting cycle. The motion PREVAILED by the following vote:

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

- 10 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. **(03/11/11: Item was laid over to the Call of the Chair.)**

Attachments: [REPORT](#)
 [ORIGINAL CONTRACT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Audio PER 03/11/11](#)
 [CB Resolution 11-133](#)
 [Audio PER 06/17/11](#)

APPEARANCES:
Fred Bau, Interim Director, Labor Relations
Scott Manske, Controller, Department of Administrative Services

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

Aye: 4 - Borkowski, Schmitt, Lipscomb Sr. and Haas

No: 3 - Cesarz, Rice and Sanfelippo

- 11 INF 11-279 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 06/17/11](#)

APPEARANCE:
Fred Bau, Interim Director, Labor Relations

This Informational Report was discussed with no action taken.

- 12 11-292 From the Interim Director, Labor Relations, requesting authorization to ratify the 2012 Memorandum of Agreement (MOA) between Milwaukee County and the Federation of Nurses and Health Professionals, Local 5001, AFT, AFL-CIO. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

Attachments: [REPORT](#)
 [RATIFICATION NOTICE](#)
 [AGREEMENT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [FISCAL NOTE REVIEW](#)
 [CB Resolution 11-292 \(F&A\)](#)
 [CB Resolution 11-292 \(PER\)](#)
 [Audio F&A 06/16/11](#)
 [Audio PER 06/17/11](#)

APPEARANCES:
Fred Bau, Interim Director, Labor Relations
Mark Grady, Acting Deputy, Corporation Counsel
County Supervisor Patricia Jursik, 8th District
Scott Manske, Controller, Department of Administrative Services
Jerry Heer, Director, Department of Audit

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

Aye: 3 - Schmitt, Lipscomb Sr. and Haas

No: 4 - Borkowski, Cesarz, Rice and Sanfelippo

Based on the failed motion to approve, a recommendation to REJECT Item 12 will be forwarded to the Board.

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):

- 13 RES 11-358 A Resolution authorizing and directing the Interim Director, Department of Labor Relations, to negotiate a voluntary settlement with AFSCME District Council 48 for 2009 - 2010 and a potential extension or successor agreement for 2011-2012.

Sponsors: Harris, Biddle Sr., Dimitrijevic and Haas

Attachments: [Resolution](#)
[Fiscal Note](#)
[Amendment No. 1 \(Sanfelippo\)](#)
[Amendment No. 2 \(Harris\)](#)
[CB Audio 05/26/11](#)
[CB Audio 06/10/11 SOR](#)
[CB Audio 06/10/11 AMD 1](#)
[CB Audio 06/10/11 AMD 2](#)
[Amended Resolution](#)
[CB Audio 06/10/11 As Amended & Reconsideration](#)
[Audio PER 06/17/11](#)

This Resolution was withdrawn from Committee prior to the Roll Call and commencement of the meeting.

- 14 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](#)

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

The Committee convened into closed session at approximately 11:00 a.m. The Committee did not reconvene back into open session.

Length of meeting: 9:08 a.m. to 11:50 a.m.

Adjourned,

**Jodi Mapp
Committee Clerk
Committee on Personnel**

Deadline for the next meeting:

The next regular meeting for this Committee is Friday, July 22, 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, July 8, 2011.



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

Thursday, June 23, 2011

8:30 AM

Room 201-B

SPECIAL

Call To Order

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

**Supervisor Haas was not present at the time of the Roll Call but appeared shortly thereafter.*

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):

- 1 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](#)

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 #1. 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, Rice, Lipscomb Sr. and Sanfelippo

Excused: 1 - Haas

The Committee Convened into closed session at approximately 8:37 a.m. The Committee did not reconvene back into open session.

Length of meeting: 8:35 a.m. to 9:33 a.m.

Adjourned,

**Jodi Mapp
Committee Clerk
Committee on Personnel**

Deadline for the next meeting:

The next regular meeting for this Committee is Friday, July 22, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, July 8, 2011.



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.



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.



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, October 21, 2011

10:30 AM

Room 201-B

SPECIAL

Call To Order

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

Excused 1 - Cesarz

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):

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

Attachments: [Audio PER 09/23/11](#)
 [Audio PER 10/21/11](#)

APPEARANCE:

Fred Bau, Interim Director, Labor Relations

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 Item #1. 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, Rice, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Cesarz

The Committee Convened into closed session at approximately 10:35 a.m. The Committee did not reconvene back into open session.

Length of meeting: 10:30 a.m. to 12:17 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.



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, October 28, 2011

9:00 AM

Room 201-B

Call To Order

Present 6 - Borkowski, Schmitt, Cesarz, Rice, Haas and Sanfelippo

Excused 1 - Lipscomb Sr.

- 1 INF 11-497 From the Office of Corporation Counsel submitting an Advisory Legal Memorandum regarding the Personnel Committee's action on September 23, 2011, to deny an advancement within the pay range for Executive Director 3 - Director of Parks. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio PER 10/28/11](#)

APPEARANCE:

John Jorgensen, Principal Assistant Corporation Counsel

Supervisor Cesarz requested that in the future when there are categories/positions contained within the report that, in fact, no action can be taken by the Committee, those categories/positions reflect that by a notation of some kind.

This item was discussed with no action taken.

- 2 INF 11-493 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 10/28/11](#)

APPEARANCES:

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

Tia Torhorst, Director of Legislative Affairs, County Executive's Office

Brian Taffora, Director, Department of Economic and Community Development

This item was discussed with no action taken.

- 3 INF 11-487 From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [Audio PER 10/28/11](#)

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

This item was discussed with no action taken.

- 4 INF 11-486 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 10/28/11](#)

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

This item was discussed with no action taken.

- 5 ORD 11-19 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 the Federation of Nurses and Health Professionals. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution/Ordinance](#)
 [Audio F&A 10/27/11](#)
 [Audio PER 10/28/11](#)

APPEARANCE:
Mark Grady, Principal Assistant, Corporation Counsel

A motion was made by Supervisor Schmitt 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, Haas and Sanfelippo

Excused: 1 - Lipscomb Sr.

- 6 **ORD 11-20** From the Employee Benefits Workgroup, requesting authorization to amend Sections 17.18 and 17.184 of the Milwaukee County Code of General Ordinances as it pertains to sick leave policies regarding sick allowance accrual and payout or credit at retirement. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Audio F&A 10/27/11](#)
 [Audio PER 10/28/11](#)

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
Steve Cady, Fiscal and Budget Analyst, County Board

Mr. David Eisner, AFSCME, DC48, appeared and spoke regarding this item.

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

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

No: 1 - Haas

Excused: 1 - Lipscomb Sr.

- 7 **ORD 11-22** From the Director, Department of Transportation and Public Works, requesting authorization to amend Chapter 17 of the Milwaukee County Code of General Ordinances as it pertains to compensation and off-time accruals for Assistant Chiefs of Airport Rescue and Firefighting at General Mitchell International Airport.

Attachments: [REPORT](#)
 [ATTACHMENT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Audio PER 10/28/11](#)

APPEARANCES:

Barry Bateman, Director, General Mitchell International Airport (GMIA)
Paul Menches, Fire Chief, GMIA
Mark Grady, Principal Assistant, Corporation Counsel

A motion was made by Supervisor Borkowski to lay this item over. The motion FAILED by the following vote:

Aye: 2 - Borkowski and Haas

No: 4 - Schmitt, Cesarz, Rice and Sanfelippo

Excused: 1 - Lipscomb Sr.

A motion was made by Supervisor Cesarz to consider the **SUBSTITUTE** resolution. The motion **PREVAILED** by the following vote:

Aye: 4 - Schmitt, Cesarz, Rice and Sanfelippo

No: 2 - Borkowski and Haas

Excused: 1 - Lipscomb Sr.

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

Aye: 4 - Schmitt, Cesarz, Rice and Sanfelippo

No: 2 - Borkowski and Haas

Excused: 1 - Lipscomb Sr.

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

8 11-319 From the Interim Director, Department of Health and Human Services, requesting authorization to create six Human Services Worker Pool positions for the Disabilities Services and the Delinquency and Court Services Divisions. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

- Attachments:** [DEPT REPORT](#)
 [DAS REPORT](#)
 [DHR REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio F&A 10/27/11](#)
 [Audio PER 10/28/11](#)

APPEARANCES:
Jeanne Dorff, Assistant Fiscal Administrator, Department of Health and Human Services (DHHS)
Araceli Garcia, Interim Human Resources Coordinator, DHHS

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, Haas and Sanfelippo

Excused: 1 - Lipscomb Sr.

- 9 11-370 From the Office of the District Attorney requesting authorization to create one paralegal position effective October 2, 2011. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DEPT REPORT](#)
 [DAS REPORT](#)
 [DHR REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio F&A 10/27/11](#)
 [Audio PER 10/28/11](#)

APPEARANCE:

James Martin, Deputy District Attorney, District Attorney's Office

A motion was made by Supervisor Rice 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, Haas and Sanfelippo

Excused: 1 - Lipscomb Sr.

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):

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

Attachments: [Audio PER 09/23/11](#)
 [Audio PER 10/21/11](#)
 [Audio PER 10/28/11](#)

APPEARANCES:

Fred Bau, Interim Director, Labor Relations

Scott Manske, Controller, Department of Administrative Services

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 Item #10. 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, Rice, Haas and Sanfelippo

Excused: 1 - Lipscomb Sr.

The Committee Convened into closed session at approximately 10:26 a.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

- 11 **INF 11-500** From Supervisor Dimitrijevic presenting a proposed budget amendment regarding an employee wellness program.
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE).

Attachments: [AMENDMENT](#)
 [AMENDMENT \(CORRECTED COPY\)](#)
 [Audio PER 10/28/11](#)

APPEARANCE:
Supervisor Marina Dimitrijevic, 4th District

This item was discussed with no action taken.

The foregoing items were not necessarily considered in agenda order.

Length of meeting: 9:05 a.m. to 12:20 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, December 9, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, November 25, 2011.



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

Thursday, November 3, 2011

8:00 AM

Room 201-B

SPECIAL

Call To Order

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

Excused 1 - Haas

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):

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

Attachments: [Audio PER 09/23/11](#)
 [Audio PER 10/21/11](#)
 [Audio PER 10/28/11](#)
 [Audio PER 11/03/11](#)

A motion was made by Supervisor Cesarz that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing Item #1. 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: 5 - Schmitt, Cesarz, Rice, Lipscomb Sr. and Sanfelippo

No: 1 - Borkowski

Excused: 1 - Haas

The Committee Convened into closed session at approximately 8:06 a.m. The Committee did not reconvene back into open session.

Length of meeting: 8:03 a.m. to 9:20 a.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, December 9, 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, November 25, 2011.



Milwaukee County

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

Meeting Minutes Special Joint Committee of Finance & Audit and Personnel

Chairpersons: Finance - Johnny Thomas

Personnel - Joe Sanfelippo

Clerks: Carol Mueller and Jodi Mapp (278-4228)

Research Analysts: Steve Cady and Rick Ceschin (278-4347)

Wednesday, November 16, 2011

10:00 AM

Room 203R

Call To Order

Present 12 - De Bruin, Mayo Sr., Schmitt, Johnson Jr., Romo West, Thomas, Borkowski, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

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):

- 1 11-457 From the Department of Labor Relations, requesting authorization to ratify the 2009-2012 Memorandum of Agreement (MOA) between Milwaukee County and the Milwaukee Deputy Sheriffs' Association. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

Attachments: [REPORT](#)
[MEMORANDUM OF AGREEMENT](#)
[RATIFICATION LETTER](#)
[ATTACHMENT](#)
[RESOLUTION](#)
[ACTUARIAL REPORT](#)
[FISCAL NOTE](#)
[CB AMENDED Resolution](#)
[Audio PS 11/16/11](#)
[Audio Joint FAP 11/16/11](#)

APPEARANCES:

Fred Bau, Labor Relations Specialist, Labor Relations
George Aldrich, Chief of Staff, County Executive's Office
Jerry Heer, Director, Department of Audit
Langer Langer, Principal Consulting Actuary, Buck Consultants
Scott Manske, Controller, Department of Administrative Services (DAS)
Mark Grady, Principal Assistant, Corporation Counsel
Jon Priebe, Fiscal Affairs, Office of the Sheriff
Josh Fudge, Fiscal Management Analyst, DAS

*The following people appeared and spoke regarding this item:
Roy Felber, Milwaukee Deputy Sheriff's Association
Gerald Rieder, Milwaukee Deputy Sheriff's Association*

A motion was made by Supervisor Rice to AMEND the resolution by inserting the following additional "BE IT FURTHER RESOLVED" clause on Line 85: "BE IT FURTHER RESOLVED that this approval is contingent upon withdrawal by the Milwaukee Deputy Sheriff's Association of grievances and interest arbitration proceedings related to the Milwaukee County 2011 and 2012 health plan changes." The motion PREVAILED by the following vote:

Aye: 12 - De Bruin, Mayo Sr., Schmitt, Johnson Jr., Romo West, Thomas, Borkowski, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

A motion was made by Supervisor Lipscomb Sr. to APPROVE the resolution AS AMENDED. The motion PREVAILED by the following vote:

Aye: 12 - De Bruin, Mayo Sr., Schmitt, Johnson Jr., Romo West, Thomas, Borkowski, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

Length of meeting: 9:05 a.m. to 12:20 p.m.

Adjourned,

**Jodi Mapp
Committee Clerk
Committee on Personnel**

Deadline for the next meetings:

The next regular meeting for the Committee on Finance and Audit is Thursday, December 8, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Tuesday, November 22, 2011.

The next regular meeting for the Committee on Personnel is Friday, December 9, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, November 25, 2011.



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, December 9, 2011

9:00 AM

Room 201-B

Call To Order

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

- 1 **RES 11-625** A resolution providing for advisory referenda on the April 3, 2012, election ballot on the questions of reform of County government through a reduction in the size and compensation of the Milwaukee County Board of Supervisors. **(Referred to the Committees on Finance and Audit and Personnel.)**

Sponsors: Rice and Cesarz

Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 12/09/11](#)

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

A motion was made by Supervisor Rice to approve this resolution. The motion PREVAILED by the following vote:

Aye: 4 - Borkowski, Cesarz, Rice and Sanfelippo

No: 3 - Schmitt, Lipscomb Sr. and Haas

- 2 **RES 11-632** A resolution providing for an advisory referendum on the April 3, 2012, election ballot to inquire of Milwaukee County residents whether elected County officials should be permitted to hold employment beyond their elected role. **(Referred to the Committees on Finance and Audit and Personnel.)**

Sponsors: Biddle Sr.

Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Audio PER 12/09/11](#)

Prior to commencement of the meeting, the Chairman announced that this item would be withdrawn from Committee.

- 3 INF 11-549 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 12/09/11](#)

APPEARANCES:
Candace Richards, Interim Director, Department of Human Resources
Tia Torhorst, Director of Legislative Affairs, County Executive’s Office

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

He also requested that the County Executive’s Office provide the Committee with an Org. Chart that contains names and contact information.

This item was discussed with no action taken.

- 4 INF 11-550 From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [Audio PER 12/09/11](#)

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

This item was discussed with no action taken.

- 5 INF 11-533 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 12/09/11](#)

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

This item was discussed with no action taken.

- 6 INF 11-496 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 12/09/11](#)

APPEARANCE:

Candace Richards, Interim Director, Department of Human Resources

Supervisor Rice requested that future reports contain historical information on how current quarters compare to the quarters of the previous year.

This item was discussed with no action taken.

Item #s 7-13 were considered together.

- 7 11-445 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Robby Lemmerman who is currently serving in the position of Park Unit Coordinator within the Department of Parks, Recreation, and Culture until such time that a permanent appointment is made.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [REVISED REPORT](#)
 [REVISED RESOLUTION](#)
 [REVISED FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 12/09/11](#)

APPEARANCE:

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to **AMEND** the resolution by deleting "January 11, 2012" on Line 35 and inserting "April 30, 2012." The motion **PREVAILED** by the following vote:

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

A motion was made by Supervisor Borkowski to **approve this item AS AMENDED**. The motion **PREVAILED** by the following vote:

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

- 8 11-446 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Paul Corrao who is currently serving in the position of Park Unit Coordinator within the Department of Parks, Recreation, and Culture until such time that a permanent appointment is made or November 30, 2011, whichever is earlier.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [REVISED REPORT](#)
 [REVISED RESOLUTION](#)
 [REVISED FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 12/09/11](#)

APPEARANCE:

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "January 11, 2012" on Line 35 and inserting "April 30, 2012." The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

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

- 9 11-447 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Dave Engelmann who is currently serving in the position of Park Unit Coordinator within the Department of Parks, Recreation, and Culture until such time that a permanent appointment is made or November 30, 2011, whichever is earlier.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [REVISED REPORT](#)
 [REVISED RESOLUTION](#)
 [REVISED FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 12/09/11](#)

APPEARANCE:

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "January 11, 2012" on Line 35 and inserting "April 30, 2012." The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

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

- 10 11-448 From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Sean Payne, who is currently serving in the position of IT Manager-Server, through January 10, 2012.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 12/09/11](#)

APPEARANCE:

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting the words "through January 10, 2012" on Line 35 and inserting "until the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

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

11 11-449

From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Dennis Dietscher who is currently serving in the position of Risk Manager within the Department of Administrative Services/Risk Management Division until such time that a permanent appointment is made.

- Attachments:** [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 12/09/11](#)

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

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting the words "a permanent Risk Manager is appointed" at the end of Line 31 and on Line 32 and inserting "until the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

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

12 11-521

From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Justin Rodriguez, who is currently serving in the position of Capital Finance Manager until such time as the position becomes permanently vacant or the incumbent returns to the position.

Attachments: [REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution](#)
[Audio PER 12/09/11](#)

APPEARANCE:

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "either the current incumbent returns to the position or the position becomes vacant and a permanent Capital Finance Manager is appointed" on Lines 33-35 and inserting "the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

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

13 11-522

From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Pamela Bryant, who is currently serving in the position of Fiscal and Budget Administrator until such time as an appointment is made to the position.

Attachments: [REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution](#)
[Audio PER 12/09/11](#)

APPEARANCE:

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "a permanent Fiscal & Budget Administrator is appointed" on Lines 33 and 34 and inserting "the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

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

14 11-524

From the Interim Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2012 Adopted Budget.

Attachments: [REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[REVISED REPORT](#)
[REVISED RESOLUTION](#)
[REVISED FISCAL NOTE](#)
[CB Resolution](#)
[Audio PER 12/09/11](#)

APPEARANCES:

Candace Richards, Interim Director, Department of Human Resources
CJ Pahl, Assistant Fiscal and Budget Administrator, DAS

A motion was made by Supervisor Rice to lay over the Labor Relations Manager position as delineated in the report from Interim Director of Human Resources dated December 5, 2011. The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Cesarz to approve the balance of the positions as delineated in the report from Interim Director of Human Resources dated December 5, 2011. The motion PREVAILED by the following vote:

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

15 11-483

From the Director, Department on Aging, requesting authorization to double fill the position of Program and Policy Coordinator (Title Code 65860, Pay Range 30M) for approximately six (6) months beginning in late 2011.

Attachments: [REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution](#)
[Audio PER 12/09/11](#)

APPEARANCE:

Stephanie Stein, Director, Department on Aging

A motion was made by Supervisor Borkowski to approve this item. The motion PREVAILED by the following vote:

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

- 16 ORD 11-20 From the Employee Benefits Workgroup, requesting authorization to amend Sections 17.18 and 17.184 of the Milwaukee County Code of General Ordinances as it pertains to sick leave policies regarding sick allowance accrual and payout or credit at retirement. **(Referred to the Committees on Finance and Audit and Personnel.) (11/03/11: Referred back to the Committee on Personnel by the Board.)**

Attachments: [REPORT](#)
 [RESOLUTION/ORDINANCE](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio F&A 10/27/11](#)
 [Audio PER 10/28/11](#)
 [FOLLOW-UP REPORT](#)
 [ATTACHMENT I](#)
 [ATTACHMENT II](#)
 [AMENDMENT 1](#)
 [REVISED FISCAL NOTE](#)
 [CB Amended Ordinance](#)
 [Audio F&A 12/08/11](#)
 [Audio PER 12/09/11](#)

APPEARANCES:

Mark Grady, Deputy, Corporation Counsel

Scott Manske, Controller, Department of Administrative Services

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

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

- 17 **ORD 11-23** From Corporation Counsel, requesting authorization to amend Sections 201.24(2.4) of the Milwaukee County Code of General Ordinances as it pertains to members of the Milwaukee County Employee Retirement System that are employed by the State of Wisconsin. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

Attachments: [REPORT](#)
 [RESOLUTION/ORDINANCE](#)
 [FISCAL NOTE](#)
 [PENSION BOARD COMMENT](#)
 [ACTUARIAL REPORT](#)
 [CB Ordinance](#)
 [Audio F&A 12/08/11](#)
 [Audio PER 12/09/11](#)

APPEARANCES:

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

A motion was made by Supervisor Cesarz that the Committee on Personnel concur with the Committee on Finance and Audit and the Pension Study Commission and approve. The motion PREVAILED by the following vote:

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

- 18 **ORD 11-28** From the Department of Administrative Services, requesting authorization to amend Chapter 17 of the Milwaukee County Code of General Ordinances as it pertains to employee wages and healthcare benefits based on the provisions of the 2012 Adopted Budget and to codify certain benefits of represented employees. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION/ORDINANCE](#)
 [FISCAL NOTE](#)
 [CB Ordinance](#)
 [Audio F&A 12/08/11](#)
 [Audio PER 12/09/11](#)

APPEARANCES:

CJ Pahl, Assistant Fiscal and Budget Administrator, DAS
Pamela Bryant, Interim Fiscal and Budget Administrator, DAS

A motion was made by Supervisor Schmitt that the Committee on Personnel concur with the Committee on Finance and Audit and approve. The motion PREVAILED by the following vote:

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

- 19 INF 11-564 From the Department of Administrative Services submitting an informational report regarding the establishment of the salary for the elected comptroller position. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments: [Audio PER 12/09/11](#)
- APPEARANCE:**
Candace Richards, Interim Director, Department of Human Resources
- Supervisor Borkowski requested a written report on this position, inclusive of salary, by the day of the full County Board meeting.
- A motion was made by Supervisor Borkowski to lay this item over to the Call of the Chair. The motion **PREVAILED** by the following vote:
- Aye:** 5 - Borkowski, Schmitt, Cesarz, Rice and Sanfelippo
- No:** 2 - Lipscomb Sr. and Haas
- 20 INF 11-565 From the Department of Administrative Services, providing a verbal informational report regarding review of employment policies as a result of 2011 Wisconsin Act 10. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments: [Audio PER 12/09/11](#)
- APPEARANCE:**
Candace Richards, Interim Director, Department of Human Resources
- This item was discussed with no action taken.
- 21 INF 11-555 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 12/09/11](#)
- APPEARANCE:**
Fred Bau, Interim Director, Labor Relations
- This item was discussed with no action taken.

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

- 22 11-434 From the Interim Director, Department of Health and Human Services, requesting authorization to abolish one Executive Director 2/Associate Director Clinic Operations position, one Quality Improvement and Risk Coordinator position, and one Executive Director 2/Associate Hospital Administrator 2 Mental Health Complex position upon vacancy and create one Associate Hospital Administrator/Clinical Compliance position, one Director of Quality and Organizational Improvement position, and one Policy and Procedures Coordinator position in the Behavioral Health Division. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DEPT REPORT](#)
 [DAS REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [DHR REPORT](#)
 [REVISED DAS REPORT](#)
 [REVISED RESOLUTION](#)
 [REVISED FISCAL NOTE](#)
 [AMENDMENT](#)
 [CB F&A Resolution](#)
 [CB PER AMENDED Resolution](#)
 [Audio F&A 12/08/11](#)
 [Audio PER 12/09/11](#)

APPEARANCES:

Hector Colon, Acting Director, Department of Health and Human Services (DHHS)

Paula Lucey, Administrator, Behavioral Health Division, DHHS

A motion was made by Supervisor Borkowski to **AMEND** the resolution by adding "(Position Number 00080043-000002)" on Line 51 directly underneath the position title "Exdir 2-Asstospadm2-MHC." The motion **PREVAILED** by the following vote:

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

A motion was made by Supervisor Borkowski to **approve this item AS AMENDED**. The motion **PREVAILED** by the following vote:

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

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g), and (e) for the purpose of the Committee receiving oral or written advise from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter(s):

Item #s 23 and 24 were considered together.

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

Attachments: [Audio PER 09/23/11](#)
 [Audio PER 10/21/11](#)
 [Audio PER 10/28/11](#)
 [Audio PER 11/03/11](#)
 [Audio PER 12/09/11](#)

APPEARANCE:
Fred Bau, Interim Director, Labor Relations

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), and (e) for the purpose of discussing Item #s 23 and 24. 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

24 INF 11-566 From Corporation Counsel providing a report regarding District Council 48 v. Milwaukee County, Case # 2011-CV-1542.

Attachments: [Audio PER 12/09//11](#)

APPEARANCE:
Fred Bau, Interim Director, Labor Relations

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), and (e) for the purpose of discussing Item #s 23 and 24. 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

The Committee convened into closed session at approximately 11:18 a.m. The Committee did not reconvene back into open session.

The foregoing items were not necessarily considered in agenda order.

Length of meeting: 9:06 a.m. to 11:45 a.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, January 27, 2012. All items must be in the Committee Clerk's possession by the end of the business day on Thursday, January 12, 2011.