



Milwaukee County

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

Meeting Agenda Personnel Committee

Chairperson: Supervisor Joe Sanfelippo
Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

Friday, January 27, 2012

9:00 AM

Room 201-B

Call To Order

- 1 [RES 11-734](#) A resolution providing for an advisory referendum on the April 3, 2012, election ballot to inquire of Milwaukee County residents whether all Wisconsin workers should have the right to seek safe working conditions and fair pay through collective bargaining. **(Referred to the Committees on Personnel and Intergovernmental Relations.)**

 Sponsors: Biddle Sr. and Haas

 Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)

- 2 [11-502](#) From the County Executive, appointing Kerry Mitchell to the position of Director of the Division of Human Resources, Department of Administrative Services for Milwaukee County.

 Attachments: [REPORT](#)
 [ATTACHMENT](#)

- 3 [12-90](#) From the County Executive appointing Patricia Van Kampen to the Milwaukee County Pension Board for a term expiring February 2, 2015.

 Attachments: [REPORT](#)
 [ATTACHMENT](#)

- 4 [12-26](#) 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](#)
 [REVISED REPORT I](#)
 [REVISED REPORT II](#)

- 5 [12-29](#) From County Board Staff relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP) in the Department of Human Resources. **(Recommendations to be implemented unless Supervisor(s) object.)**
Attachments: [REPORT](#)
- 6 [12-27](#) From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**
Attachments: [REPORT](#)
- 7 [12-28](#) 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](#)
- 8 [12-72](#) From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Tamarra Carr who is currently serving in the position of Unit Supervisor Long Term Support (LTS) within the Department on Aging until such time that the position is permanently filled or May 26, 2012, whichever occurs earlier.
Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
- 9 [12-130](#) 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](#)

- 10 [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](#)
 [REVISED REPORT](#)
 [REVISED RESOLUTION](#)
 [REVISED FISCAL NOTE](#)

- 11 [12-69](#) From the Interim Director, Employee Benefits, requesting an amendment to Section 201.24(8.2) of the Milwaukee County Code of General Ordinances as it pertains to membership on the Pension Board. **(Referred to the Committees on Finance and Audit and Personnel and the Pension Study Commission.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)

- 12 [12-70](#) From the Interim Director, Employee Benefits, requesting authorization to execute a one-year renewal of the MetLife Contract for Basic and Supplemental Life Insurance. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)

- 13 [12-71](#) **2011 Budget Amendment 1C008:** From the Interim Director, Employee Benefits Division, submitting an informational report regarding dependent eligibility audits. **(To the Committees on Finance and Audit and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)

- 14 [12-80](#) From Corporation Counsel, requesting authorization to amend the contract with Buelow, Vetter, Buikema, Olson & Vliet, LLC ("Buelow, Vetter"), to advise and represent Milwaukee County in labor relations matters involving Milwaukee County and Milwaukee County employee unions for a total amount not to exceed \$275,000 for payment of legal services in 2011 and 2012. **(Referred to the Committees on Finance and Audit and Personnel.)**
- Attachments:** [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
- 15 [12-54](#) From Corporation Counsel, requesting authorization to amend Chapter 203 of the Milwaukee County Code of General Ordinances as appropriate to comply with federal legislative and regulatory changes governing tax-qualified retirement plans that impact the OBRA 1990 Retirement System of Milwaukee County and to clarify its operation and administration. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**
- Attachments:** [REPORT](#)
 [ATTACHMENT](#)
 [ORDINANCE](#)
 [FISCAL NOTE](#)
 [PENSION BOARD REPORT](#)
 [ACTUARIAL REPORT](#)
- 16 [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.) (09/23/11: Referred to the Employee Benefits Workgroup for a follow-up report.)**
- Sponsors:** Sanfelippo, Rice and Cesarz
- Attachments:** [RESOLUTION](#)
 [FISCAL NOTE](#)
 [AMENDMENT](#)
 [ACTUARY REPORT](#)
 [Auido PER 09/23/11](#)

- 17 [INF 11-499](#) **2011 Budget Amendment 1A015:** From the Director of the Department of Audit, submitting an informational report titled “2011 Milwaukee County Compensation Study.” **(To the Committees on Finance and Audit and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [ATTACHMENT](#)
 [Audio F&A 12/08/11](#)

- 18 [12-152](#) From the Office of the Sheriff, submitting an informational report on departmental work rules relating to vacation allocations and scheduling. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

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

- 19 [12-132](#) From the Director, Department of Parks, Recreation, and Culture requesting authorization to abolish one Park Maintenance Worker 3 position and create one Construction Technician position. **(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](#)

- 20 [12-114](#) From the Director, Department of Health and Human Services, requesting authorization to unfund 0.5 Full Time Equivalent (FTE) Behavioral Health (BH) Medical Program Director-Child and Adolescent Treatment Center (CATC) and create 1.0 FTE BH Clinical Program Director Psychology within the Acute Inpatient Service at the Behavioral Health Division, Department of Health and Human Services. **(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](#)

- 21 [12-113](#) From the Director, Department of Health and Human Services, requesting authorization to abolish one Human Services Worker position and create one Human Services Worker Bilingual Spanish position in the Disabilities Services Division, Department of Health and Human Services. **(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](#)

(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):

- 22 [12-145](#) From Corporation Counsel, submitting a status report on litigation by the Deputy Sheriff's Association and others related to layoffs within the Office of the Sheriff. **(To the Committees on Judiciary, Safety, and General Services and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

- 23 [12-146](#) From Corporation Counsel, submitting a status report on District Council 48 v. Milwaukee County relating to former Income Maintenance employees. **(To the Committees on Judiciary, Safety, and General Services and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [Audio J 01/19/12](#)

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):

- 24 [12-31](#) Deliberation, negotiation or re-negotiation of collective bargaining agreements.

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 matter(s).

Adjournment

Deadline for the next meeting:

The next regular meeting of the Committee on Personnel is Friday, March 9, 2012. All items must be in the Committee Clerk's possession by the end of the business day on Thursday, February 23, 2012.

ADA Requests:

ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities, 278-3932 (voice) or 278-3937 (TTY), upon receipt of this notice.