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, March 9, 2012 | **9:00 AM** | **Room 201-B**

Call To Order

1 **12-144**

A resolution authorizing the development of a process whereby designated representatives of authorized employee groups meet and confer with Milwaukee County management representatives on terms and conditions of employment and operational issues.

Sponsors: Biddle Sr., Broderick, Dimitrijevic and Lipscomb Sr.

Attachments: RESOLUTION
FISCAL NOTE

2 **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 I (01/15/11)
ACTUARY REPORT II (01/24/12)
Audio PER 09/23/11
Audio PER 01/27/12

3 **12-267**

From the Director, Department 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

4 **12-303** 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

5 **12-270** From the Director, Department of Human Resources, relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

Attachments: REPORT

6 **12-271** From the Director, Department of Human Resources, relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

Attachments: REPORT

7 **12-25** From the 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: SUSTAINABILITY DIRECTOR (03/12)
EXEC DIR 2-DEPUTY DIR DHR (03/12)
EXEC DIR 2-EMPLOYEE BENEFITS ADMINISTRATOR (03/12)
EXEC DIR 1-DEPUTY COMPTROLLER (03/12)

8 **12-218** From the Director, Department of Human Resources, requesting authorization to retroactively extend the Temporary Assignment to a Higher Classification (TAHC) for Stefanie Erickson who previously served in the position of Contract Services Coordinator in the Behavioral Health Division, Department of Health and Human Services, until it was filled on January 23, 2012.

Attachments: REPORT
RESOLUTION
FISCAL NOTE

9 **12-219**

From the Director, Department of Human Resources, requesting authorization to retroactively extend the Temporary Assignment to a Higher Classification (TAHC) for Kim Brooks who previously served in the position of Information and Outreach Coordinator in the Behavioral Health Division, Department of Health and Human Services, until December 9, 2011.

Attachments: REPORT
RESOLUTION
FISCAL NOTE

10 **12-261**

From the 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

11 **12-256**

From the Director, Department of Human Resources, requesting authorization to incorporate AFSCME Collective Bargaining Agreement provisions into and amend various sections of the Milwaukee County Code of General Ordinances that pertain to compensation and fringe benefits. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: REPORT
ATTACHMENT
REVISED REPORT & ATTACHMENT
REVISED ORDINANCE
FISCAL NOTE

12 **12-278**

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

13 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. **(01/27/12: Follow-up report requested.)**

Attachments: REPORT
RESOLUTION
FISCAL NOTE
Audio PER 09/23/11
REVISED REPORT
REVISED RESOLUTION
REVISED FISCAL NOTE
PRB REPORT
Audio PER 01/27/12
FOLLOW-UP REPORT
ATTACHMENT

14 12-282

From the Director, Department of Transportation, requesting authorization to allow the Airport Director to double fill one position of Airport Maintenance Worker-In Charge (Title Code 32460, Pay Range 15KZ) until May 31, 2012.

Attachments: DEPT. REPORT
DHR REPORT
RESOLUTION
FISCAL NOTE

15 12-230

2011 Budget Amendment 1C008: From the Benefits Administrator, Department of Human Resources, requesting authorization to execute a three-year contract with Buck Consultants for a one-time initial audit of all covered dependents and ongoing verifications of newly covered dependents. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: REPORT
RESOLUTION
FISCAL NOTE

16 12-231

From the Benefits Administrator, Department of Human Resources, requesting authorization to execute a three-year contract with Willis for benefits consulting and actuarial services through December 2014 with two additional consecutive one-year renewal options at the County's discretion. **(Referred to the Committees on Finance and Audit and Personnel.)** .

Attachments: REPORT
RESOLUTION
FISCAL NOTE

17 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) (In January 2012, this item was amended and laid over for one cycle by both Committees and the Pension Study Commission.)**

Attachments: REPORT
RESOLUTION
FISCAL NOTE
AMENDMENT
Audio F&A 01/26/12
Audio PSC 01/27/12
Audio PER 01/27/12

18 12-273

From the County Executive, requesting authorization to amend Section 17.305(1) of the Milwaukee County Code of General Ordinances as it pertains to residency requirements for appointed and unclassified positions.

Attachments: REPORT
ORDINANCE
FISCAL NOTE

19 12-246

From the Director, Department of Administrative Services, requesting authorization to amend various sections of Chapter 32 of the Milwaukee County Code of General Ordinances as it pertains to the position of Procurement Director created in the 2012 Adopted Budget and its oversight of the Procurement Division. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: REPORT
RESOLUTION/ORDINANCE
FISCAL NOTE

20 12-285 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

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

21 12-233 From the Director, Human Resources, requesting authorization to create one position of Comptroller which will be an elected position in Milwaukee County. **(Referred to the Committees on Finance and Audit and Personnel and the Departments of Administrative Services and Human Resources.)**

Attachments: DEPT. REPORT
DAS REPORT
DHR REPORT
RESOLUTION
FISCAL NOTE

22 12-165 From the Director, Department of Health and Human Services, requesting authorization to abolish one Integrated Services Coordinator position, one Clerical Specialist Mental Health Division (MHD) position and one half-time (.5 FTE) Human Service Worker Mental Health (MH) position and create one Community Services Management Coordinator position and one Facilities Management Specialist position at the Behavioral Health Division. **(Referred to the Committees on Finance and Audit and Personnel and the Departments of Administrative Services and 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):

23 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.) (09/11: Follow-up report requested.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: REPORT
Audio PER 09/23/11

24 12-39 Status update on pending litigation. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: MARCH UPDATE (JS&GS)
MARCH UPDATE (PER)

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):

25 12-31 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

Attachments: Audio PER 01/27/12

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

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 reciept of this notice.