

**Chairperson:** Supervisor Paul M. Cesarz, 278-4267

**Committee Clerk:** Jodi Mapp, 278-4073

**Research Analyst:** Rick Ceschin, 278-5003

**COMMITTEE ON PERSONNEL**  
**Friday, January 30, 2009 -- 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**MINUTES**

**PRESENT:** Supervisors Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair)

**SCHEDULED ITEMS:**

1. 09-22(a) From the 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.)**

***The Committee took no action regarding this item.***

2. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

Dr. Karen Jackson, Director, Human Resources, DAS  
John Chianelli, Administrator, Behavioral Health Division, DHHS  
Cynthia Archer, Director, Department of Administrative Services  
Jack Takerian, Interim Director, Department of Transportation and Public Works (DTPW)  
Greg High, Director, Architectural, Engineering & Environmental Division, DTPW

Questions and comments ensued.

- 24:28 Ms. Barbara Kelsey, President, Federation of Nurses and Health Professionals, appeared and spoke regarding this item.

***The Committee took no action regarding this informational report.***

3. 09-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***The Committee took no action regarding this informational report.***

**SCHEDULED ITEMS:**

4. 09-67 A Resolution by Supervisor Sanfelippo authorizing and directing the Director, Department of Administrative Services, to convene a workgroup to review and make recommendations on the shared countywide use of Park Maintenance Workers and Highway Maintenance Workers.

**APPEARANCE:**

Supervisor Joe Sanfelippo, 17<sup>th</sup> District

00:45 Supervisor Sanfellipo explained what he is trying to achieve with this resolution is to put a workgroup together and explore the possibility of sharing labor resources between the Parks Department and the Department of Transportation, Public Works and Transit in a way that would still provide the good services that residents are accustomed to while, in the meantime, saving money. In addition, this would alleviate the pressure that employees feel every year in anticipation of whether or not their jobs will be on the chopping block. Supervisor Sanfelippo went on to detail the advantages of being able to interchange staff between the two departments.

Questions and comments ensued at length.

30:28 Mr. Kurt Zunker, AFSCME-DC48, appeared and spoke regarding this item.

***ACTION BY: (De Bruin) Lay the item over. 3-4***

**AYES:** De Bruin, Weishan, and Dimitrijevic - 3

**NOES:** Larson, Borkowski, Thomas, and Cesarz (Chair) – 4

**The motion to layover failed.**

***ACTION BY: (Weishan) AMEND the Resolution by deleting the words “with a” at the end of Line 10 and all of Line 11 and deleting the 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> “WHEREAS” Clauses. 4-3***

**AYES:** Larson, De Bruin, Weishan, and Dimitrijevic - 4

**NOES:** Borkowski, Thomas, and Cesarz (Chair) – 3

***ACTION BY: (Weishan) AMEND the Resolution by changing the date on Line 44 from “April 2009” to “December 2009.” 2-5***

**AYES:** Weishan and Dimitrijevic - 2

**NOES:** Larson, Borkowski, De Bruin, Thomas, and Cesarz (Chair) – 5

**The motion to change the date failed.**

SCHEDULED ITEMS:

**ACTION BY: (De Bruin) AMEND the Resolution by adding “Zoological Department Workers” after “Forestry Workers” on Line 38 and adding “Zoological Department” after “DTPW” on Line 40. 7-0**

**AYES:** Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) - 7

**NOES:** 0

**ACTION BY: (Thomas) Approve the Resolution as AMENDED. 6-1**

**AYES:** Larson, Borkowski, De Bruin, Dimitrijevic, Thomas, and Cesarz (Chair) - 6

**NOES:** Weishan – 1

5. 09-P-01 From the Directors, Human Resources, Fiscal Affairs-DAS, and Labor Relations, providing an informational report regarding 2009 County layoffs, contract terms and language relating to hiring of displaced employees, and a proposed resource plan to provide assistance to displaced employees. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

Greg Gracz, Director, Labor Relations  
Dr. Karen Jackson, Director, Human Resources, DAS  
John Chianelli, Administrator, Behavioral Health Division

01:31 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

02:48 Mr. Gracz stated the information in Ceridian may be adequate from a technical standpoint; however, it has to be reduced to a report that is not only comprehensible to DAS, Labor Relations, and the various Unions but is user friendly. Everyone is working together to produce this user-friendly document.

14:00 Supervisor De Bruin requested that Dr. Jackson and Mr. Chianelli report on the dietary layoff issue in the next cycle.

***The Committee took no action regarding this informational report.***

6. 09-72(a) From the Director of Human Resources relative to the length of time elapsed from receipt of a request for certification to hire, including days elapsed from request to posting and from application deadline to the creation of a cert list. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

**APPEARANCE:**

Dr. Karen Jackson, Director, Human Resources

00:30 Dr. Jackson stated this report comes before the Committee by way of the Budget process and will be produced monthly. Because this is the initial report, background, introductory, and explanatory information was provided to assist in understanding the tracking table attached. Future reports will not contain the additional information but will simply consist of the tracking table. She reviewed the table in detail explaining the various columns contained therein and what they represent.

Questions and comments ensued.

***The Committee took no action regarding this informational report.***

7. 08-345(a)(a) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2009 Adopted Budget.

**APPEARANCE:**

Greg Gracz, Director, Labor Relations

00:24 Mr. Gracz respectfully requested that this item be laid over to allow the Union the opportunity to review the report and verify accuracy of the rates listed.

***ACTION BY: (Borkowski) Lay the item over. 7-0***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

**NOES:** 0

8. 07-420(a) From the County Treasurer, submitting a recommendation that Direct Deposit become mandatory for all new employees and the default method of paying Milwaukee County employees. **(Also to the Committee on Finance and Audit.) (Follow-up reports from the County Treasurer and the Director of Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

Dan Diliberti, County Treasurer

Greg Gracz, Director, Labor Relations

**SCHEDULED ITEMS:**

00:37 Mr. Diliberti stated that this policy was previously approved by the County Board in which Labor Relations was directed to negotiate this in all future contracts.

00:51 Mr. Gracz stated this element has been included in all initial proposals with the various Unions. He indicated that he did not want to break the confidentiality of the negotiating arena, however, the fact is this component is being discussed. There are concerns that were brought up by the Union in addition to Supervisors during the Committee on Finance and Audit meeting. Those concerns and many others are being addressed in this round of negotiations. Mr. Gracz did report that the Nurses already have mandatory direct deposit included in their contract, and it is being moved forward with the other Unions.

Mr. Kurt Zunker, AFSCME-DC48, registered regarding this item but did not speak.

***The Committee took no action regarding this informational report.***

9. 09-56 From the Director, Employee Benefits Division, requesting authorization to amend the Employee Retirement System (ERS) County Budget allocation increasing the ERS allocation by \$149,176 for the purpose of filling two existing and authorized Clerical Specialist positions. **(Also to the Committee on Finance and Audit.)**

**APPEARANCES:**

Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division  
Gerald Schroeder, Manager, Employee Retirement System

Questions and comments ensued.

***ACTION BY: (Borkowski) Approve. 6-1***

**AYES:** Larson, Borkowski, Weishan, Dimitrijevic,  
Thomas, and Cesarz (Chair) – 6

**NOES:** De Bruin - 1

10. 09-P-02 From the Director, Employee Benefits Division, submitting an informational report regarding stop-loss coverage for Milwaukee County's medical plans. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCE:**

Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division

**SCHEDULED ITEMS:**

00:28 Mr. Hanchek discussed the finalized quotes detailing the cost savings. By selecting United Health Care as the administrator for the County's health benefits, a second option for 2009 was presented. Through Cambridge Advisory Group, quotes were requested from both insurers, which were reviewed. As indicated, the quote from United Health Care not only beat the 2009 preliminary quote from ING, it also beat the 2008 rate. These options were presented to the Employee Healthcare Workgroup and were reviewed again with Cambridge Advisory Group. Ultimately both recommended this course of action.

***ACTION BY: (Borkowski) Concur with the action of the Committee on Finance and Audit to Receive and Place on File the report from the Director of Employee Benefits dated January 12, 2009. 7-0***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

**NOES:** 0

11. 09-P-03 From the Director, Division of Employee Benefits, submitting a status report regarding the V3 Pension Management Information System. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCE:**

Sushil Pillai, Program Manager, Vitech V3 Pension Implementation

01:09 Mr. Pillai provided the Committee with an overview of the project focusing on systems testing, which includes testing calculations, policies, and procedures. The system went live on December 15, 2008, and the first pension checks have been generated. A team has been trained, put in place, and is ready to support the system by addressing issues that surface. From a budget standpoint, the project comes in slightly under budget.

Questions and comments ensued.

***The Committee took no action regarding this informational report.***

12. 09-73 From Corporation Counsel requesting authorization to amend Section 17.30 of the Milwaukee County General Ordinances as it pertains to the appointment and supervision of the Superintendent of the House of Correction.

SCHEDULED ITEMS:

**APPEARANCES:**

John Jorgenson, Assistant Corporation Counsel  
Kevin Carr, Deputy Inspector, Sheriff's Department

00:20 Mr. Jorgenson stated the matter before the Committee is a resolution that is basically for the purpose of bringing the provisions for appointment of the Superintendent of the House of Correction in line with the policy decision that the Board previously made to place that institution under the management and control of the Sheriff. Therefore, it seemed appropriate to clarify the chain of command, remove the Superintendent from the group of department heads identified in Section 17.30 as heads of free-standing independent departments, and move the manager of that institution under the appointing and supervisory authority of the Sheriff as part of his command staff.

Questions and comments ensued.

24:21 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

***ACTION BY: (De Bruin) Refer to County Board staff in consultation with the Sheriff's Department, Corporation Counsel, and anyone else deemed appropriate for a written report back to the Committee detailing the pros and cons of changing the Ordinance along with an explanation as to why this is being suggested and a recommendation on how to move forward. 6-1***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, and Thomas – 6

**NOES:** Cesarz (Chair) - 1

13. 07-368(a) An adopted Resolution by Supervisors Borkowski, De Bruin, Cesarz, Quindel, Schmitt, Johnson and Rice authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, and the Superintendent, House of Correction, to prepare and submit a supplemental action plan for enhanced recruitment, retention, and respite efforts for public safety positions at the House of Correction. **(Also to the Committees on Judiciary, Safety, and General Services and Finance and Audit.) (12/12/08: Monthly reports from the Sheriff and DHR in addition to monthly status reports on the implementation of the Audit recommendations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

**APPEARANCE:**

Kevin Carr, Deputy Inspector, Sheriff's Department

01:34 Deputy Inspector Carr informed the Committee that a personnel crisis no longer exists at the House of Correction (HOC). He detailed positions, time off, and forced overtime. These good results can be attributed to being more efficient with resources by reallocating the resources to where they are needed allowing them to operate the HOC in a more efficient manner from this point forward.

Questions and comments ensued at length.

16:01 Supervisor De Bruin requested a copy of an organizational chart. It should include the makeup of the organization prior to takeover in addition to what it is currently.

***The Committee took no action regarding this informational report.***

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

14. 09-48 From the Milwaukee County Treasurer, requesting authorization to create one Accountant 4 position and one Fiscal Assistant 2 position effective February 1, 2009. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

**APPEARANCE:**

Dan Diliberti, County Treasurer

01:19 Mr. Diliberti addressed the Committee by speaking to the need for these positions in his department.

***ACTION BY: (Borkowski) Approve. 7-0***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

**NOES:** 0

15. 09-63 From the Director, Parks, Recreation and Culture, requesting authorization to abolish one position of Landscape Architect 3 and create one position of Chief of Administration and External Affairs. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

**SCHEDULED ITEMS:**

**APPEARANCE:**

Sue Black, Director, Parks, Recreation, and Culture

Questions and comments ensued.

- 04:55 Supervisor De Bruin requested that staff follow up with Supervisor Weishan and herself, with the help of the Parks Department, DHR, and DAS to see whether or not there is an option to amend the original create and abolishment of the position that was approved by the Committee on Finance and Audit on the County Board floor with the intent of keeping the Landscape Architect 3 position and just unfund it. She would like a recommendation on whether it is advisable.

***ACTION BY: (Borkowski) Approve. 7-0***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

**NOES:** 0

16. 09-15(a) 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 UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***The Committee took no action regarding this informational report.***

**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):***

17. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

***ACTION BY: (Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #17. 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. 6-0***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Dimitrijevic and Cesarz (Chair) - 6

**NOES:** 0

**EXCUSED:** Thomas - 1

**SCHEDULED ITEMS:**

The Committee convened into closed session at approximately 12:40 p.m. The Committee did not reconvene back into open session.

**STAFF PRESENT:**

Dr. Karen Jackson, Director, Human Resources, DAS  
John Chianelli, Administrator, Behavioral Health Division, DHHS  
Cynthia Archer, Director, Department of Administrative Services  
Jack Takerian, Interim Director, Department of Transportation and Public Works (DTPW)  
Greg High, Director, Architectural, Engineering & Environmental Division, DTPW  
Greg Gracz, Director, Labor Relations  
Dan Diliberti, County Treasurer  
Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division  
Supervisor Joe Sanfelippo, 17<sup>th</sup> District  
Gerald Schroeder, Manager, Employee Retirement System  
John Jorgenson, Assistant Corporation Counsel  
Kevin Carr, Deputy Inspector, Sheriff's Department  
Sue Black, Director, Parks, Recreation, and Culture  
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 1:20 p.m.

Adjourned,

*Jodi Wapp*

Committee Clerk  
Committee on Personnel