

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

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

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

**COMMITTEE ON PERSONNEL**  
**Wednesday, March 11, 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. 09-114 From the County Executive, appointing Mr. Erbert Johnson to the Civil Service Commission for a term expiring December 31, 2013.

**APPEARANCES:**

Fran McLaughlin, Director of Communications, County Executive's Office

Sherry Hill, Director of Community Relations, County Executive's Office

00:17 Ms. McLaughlin introduced Ms. Hill as the new Director of Community Relations for the County Executive and stated Ms. Hill would be presenting the appointment for the Civil Service Commission to the Committee on behalf of the County Executive.

00:32 Ms. Hill introduced Mr. Johnson to the Committee who then provided brief comments.

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

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

**NOES:** 0

2. 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.***

3. 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)**

**SCHEDULED ITEMS:**

**APPEARANCE:**

Dennis John, Director, IMSD-DAS

Questions and comments ensued.

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

4. 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.***

5. 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)**

**APPEARANCE:**

Dr. Karen Jackson, Director, Human Resources

Questions and comments ensued.

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

6. 08-345(a)(a) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the County Executive's 2009 Adopted Budget.

**APPEARANCES:**

Dr. Karen Jackson, Director, Human Resources

Hugh Morris, Compensation Manager, Human Resources

John Chianelli, Administrator, Behavioral Health Division

00:27 Dr. Jackson stated this report is generated through an annual process in which Human Resources validates the positions that have been created in the budget. They have worked very closely with the Union to ensure that their issues were addressed.

Questions and comments ensued.

05:41 Supervisor De Bruin requested that she be provided with a follow-up report pertaining to how many student intern positions are within the

**SCHEDULED ITEMS:**

County and the functions they perform.

09:41 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

**MOTION BY:(Larson) Approve. 7-0**

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

**NOES:** 0

7. 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. **(Also to the Committee on Judiciary, Safety, and General Services.) (Laid over 01/30/09: Reports due from Corporation Counsel and County Board staff.)**

**APPEARANCES:**

Bill Domina, Corporation Counsel

Kevin Carr, Deputy Inspector, Office of the Sheriff

00:35 Mr. Domina stated this item came as a result of a complaint registered and presented by a Union representative indicating there was uncertainty as to the appointing authority for the House of Correction. Mr. Domina reviewed the ordinances and discovered that despite the budget amendments that were approved through the budget cycle this past fall, ordinance amendment changes were not included. In his view and based on the action of the Board, which he believes intended to transfer management authority of the House of Correction to the Sheriff, not including amendment changes was an oversight.

Mr. Domina then directed that a draft ordinance amendment be created that would reflect the intent and policy of the Board as adopted. This is what is before the Committee. Mr. Domina contacted the Sheriff's Office and spoke with Inspector Carr informing him that the ordinance amendment was going to be submitted. This was not a request that came from the Sheriff's Department. This was a Corporation Counsel decision based on Committee discussions. This would provide the Sheriff, who is a constitutional officer, the opportunity to exercise his constitutional authority to do the things that are within his purview in terms of management and regulation of the jail facility including administration of the management of that facility.

Questions and comments ensued at length.

**SCHEDULED ITEMS:**

27:49 Ms. Penni Secore, AFSCME-DC48, appeared and spoke regarding this item.

Mr. Kevin Schoofs, AFSCME Local 567, registered but did not speak regarding this item.

***MOTION BY:(Borkowski) Approved. 6-1***

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

**NOES:** Weishan – 1

8. 09-117 From the Chairman, Select Committee on Deferred Compensation, requesting authorization to enter into an agreement with Great-West Retirement Services for third party administration of the Milwaukee County Plan of Deferred Compensation. **(Also to the Committee on Finance and Audit.)**

**APPEARANCES:**

Steve Cady, Chairman, Select Committee on Deferred Compensation  
Darryl Collier, Assistant Vice-President, Great-West Retirement Services

00:24 Mr. Cady stated the item before the Committee is a request from the Select Committee on Deferred Compensation to approve the five-year contract that was proposed with Great-West for third party administration of the Deferred Compensation Plan. Great-West has been the record keeper since 1984. Assistance with the Request for Proposals (RFP) process was given by Ennis Knupp, an outside investment consultant. After reviewing the five proposals that were submitted, Great-West scored the highest.

Mr. Cady went on to state he is pleased to announce that since Great-West has been the record keeper for Milwaukee County, they have certainly made a genuine commitment to Milwaukee County. Great-West purchased a call center, the Emjay facility that is located in Glendale, that employs over 225 people. This is one of only three call centers in the nation, the other two being in Denver and New York City. So in that respect, Milwaukee is pretty privileged. In addition to this contract, Great-West has stepped up to the plate in working with the Community Business Development Partners (CBDP) and has selected a certified local Disadvantaged Business Enterprise (DBE) to meet its goal for DBE participation.

02:39 Mr. Collier stated he has been working on Milwaukee County's account since 2001. Great-West is very happy with the services they

**SCHEDULED ITEMS:**

provide and welcomes the opportunity to continue serving Milwaukee County.

Questions and comments ensued.

***MOTION BY:(De Bruin) Approved. 7-0***

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

**NOES:** 0

9. 09-115 From the Office of the Sheriff requesting authorization to grant a leave of absence pursuant to Section 17.193 of the Milwaukee County General Ordinances.

**APPEARANCE:**

Kevin Carr, Deputy Inspector, Sheriff's Department

00:224 Inspector Carr stated that on behalf of Sheriff Clark, it is respectfully requested that approval be given to grant a leave of absence to a Deputy Sheriff Captain in the Sheriff's Office in order to receive an exempt appointment to the rank of Deputy Inspector. He will be taking the place of a former Deputy Inspector who was returned to the rank of Captain. This is a one for one switch. It is not an increase in the number of people that are on leave. Members of their agency, who have Civil Service protection at the rank of Captain, are sometimes promoted to a rank that does not have Civil Service protection.

Questions and comments ensued.

***MOTION BY:(Borkowski) Approved. 7-0***

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

**NOES:** 0

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

***MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #10. At the***

**SCHEDULED ITEMS:**

***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. 7-0***

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

**NOES:** 0

The Committee convened into closed session at approximately 10:50 a.m. The Committee did not reconvene back into open session.

**STAFF PRESENT:**

Fran McLaughlin, Director of Communications, County Executive's Office  
Sherry Hill, Director of Community Relations, County Executive's Office  
Dennis John, Director, IMSD-DAS  
Dr. Karen Jackson, Director, Human Resources, DAS  
Hugh Morris, Compensation Manager, Human Resources  
John Chianelli, Administrator, Behavioral Health Division  
Bill Domina, Corporation Counsel  
Kevin Carr, Deputy Inspector, Office of the Sheriff  
Steve Cady, Chairman, Select Committee on Deferred Compensation  
Greg Gracz, Director, 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: 9:04 a.m. to 12:25 p.m.

Adjourned,

*Jodi Napp*

Committee Clerk  
Committee on Personnel