

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Steve Cady, 278-5003

COMMITTEE ON PERSONNEL

Friday, April 17, 2009 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair)

EXCUSED: Supervisors De Bruin and Thomas

SCHEDULED ITEMS:

1. 09-159 From the County Executive, appointing Mrs. Anne Szczygiel to the Civil Service Commission to fill the vacancy of Mr. Bradley DeBraska's unexpired term, which expires August 1, 2013.

APPEARANCE:

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

- 00:20 Ms. Hill introduced Ms. Szczygiel to the Committee who then provided brief comments.

MOTION BY:(Borkowski) Approve. 5-0

AYES: Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair) – 5

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.)**

APPEARANCE:

Dave Meaux, Human Resources Coordinator, Zoological Department

Questions and comments ensued.

The Committee took no action regarding this item.

SCHEDULED ITEMS:

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)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources
Sue Black, Director, Parks, Recreation and Culture
Steve Cady, Fiscal and Budget Analyst, County Board

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)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources
Pat Wright, Employment and Staffing Manager, Human Resources
Sean Moore, Human Resources Coordinator, Department of Transportation, Public Works & Transit
Dashell Young, Community/Recruitment Outreach, Human Resources

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 09-184 A Resolution by Supervisor Coggs authorizing and directing the Director, Division of Human Resources, to prepare a report for consideration in the May 2009 meeting cycle summarizing time off utilized under the Family and Medical Leave Act (FMLA), and further directing the creation of a uniform Countywide FMLA policy and training plan by July 31, 2009.

SCHEDULED ITEMS:

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

01:28 Dr. Jackson expressed her concern regarding the timeline by which the report is due.

**MOTION BY:(Borkowski) AMEND the Resolution on Line 49
changing "May" to "June." 5-0**

AYES: Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair) – 5

NOES: 0

MOTION BY:(Dimitrijevic) Approve as AMENDED. 5-0

AYES: Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair) – 5

NOES: 0

7. 09-37(a) From the Office of the Sheriff submitting an informational status report on the operations and programming at the House of Correction (HOC). **(Also to the Committees on Judiciary, Safety & General Services and Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Inspector Kevin Carr, Administrator, Office of the Sheriff

Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff

00:29 Inspector Carr was pleased to report the significant progress made in many areas at the HOC. He stated there is still a long way to go and a lot of work to be done, not only from an organizational aspect but there are a number of physical and operational improvements that will need to take place to bring the facility to the level at which the Sheriff expects it to operate. It is believed that the entire process could take up to two years, but they are extremely pleased with the progress that has been reported so far.

Inspector Carr referred the Committee to the report written by Dr. Jeffrey A. Schwartz. Dr. Schwartz is the author of the National Institute of Corrections (NIC) report that brought to light a number of deficiencies in operations and management of the HOC last year. Dr. Schwartz had the opportunity to review the quarterly report submitted by the Office of the Sheriff and indicated he believes the progress made at the HOC has been nothing short of amazing.

SCHEDULED ITEMS:

09:10 Supervisor Borkowski requested to have included in the next quarterly report a paragraph or two regarding incidents arising from inmates defacing, destroying, or vandalizing HOC property.

MOTION BY:(Dimitrijevic) Receive and Place on File the report from Dr. Jeffrey A. Schwartz dated April 8, 2009, and the report from Inspectors Carr and Schmidt dated March 25, 2009. 5-0

AYES: Larson, Borkowski, Weishan, Dimitrijevic and Cesarz (Chair) – 5

NOES: 0

ADDENDUM ITEM

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):

8. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Weishan) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #8. 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. 4-0

AYES: Larson, Borkowski, Weishan, and Cesarz (Chair) - 4

NOES: 0

EXCUSED: Dimitrijevic - 1

The Committee convened into closed session at approximately 10:27 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

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

Dave Meaux, Human Resources Coordinator, Zoological Department

Dr. Karen Jackson, Director, Human Resources, DAS

Pat Wright, Employment and Staffing Manager, Human Resources

Sean Moore, Human Resources Coordinator, Department of Transportation, Public Works & Transit

Dashell Young, Community/Recruitment Outreach, Human Resources

Kevin Carr, Deputy Inspector, Office of the Sheriff

Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff

Steve Cady, Fiscal and Budget 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: 9:03 a.m. to 11:33 a.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel