

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, June 12, 2009 – 9:30 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
Sue Black, Director, Department of Parks, Recreation & Culture
Steve Kreklow, Fiscal and Budget Administrator, DAS
Mary Anne Grimes, Deputy, Corporation Counsel
John Chianelli, Administrator, Behavioral Health Division
Jack Takerian, Interim Director, Department of Transportation and Public Works
Kevin Carr, Inspector, Office of the Sheriff

00:01 Supervisor Thomas requested separate action be taken on Org. Unit 1151, Fiscal & Management Analyst III and Payroll Specialist, and Org. Unit 5800, Director of Operations.

00:41 Supervisor De Bruin expressed concerns regarding the costs associated with appointing people at an advanced step of the pay range. She requested a report in writing thoroughly justifying why, from the departments' and Administration's perspective, it is necessary to appoint these people at an advanced step of the pay range.

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Questions and comments ensued at length.

The following appeared to provide justification for their department's appointments:

Sue Black, Director, Department of Parks, Recreation & Culture

Steve Kreklow, Fiscal and Budget Administrator, DAS

John Chianelli, Administrator, Behavioral Health Division

Jack Takarian, Interim Director, Department of Transportation and Public Works

Kevin Carr, Inspector, Office of the Sheriff

- 1:00:41 Mr. Ceschin advised the Committee that under Ordinances, there is no provision necessarily allowing for the extracting of positions for separate action, which is why the informational items are noticed in the manner that they are. Having said that, Mr. Ceschin went on to state it is certainly within the Committee's purview to take whatever action it deems necessary.

MOTION BY:(De Bruin) Lay over for one cycle all positions listed wherein the current year fiscal impact is over \$3,000, excluding Airport positions, subject to receipt of a written report back justifying and analyzing the requested impact amounts. If market rate is a factor, include market rate information. In addition, refer this item to Corporation Counsel for an opinion as to what action, if any, can be taken on reference file informational reports from Human Resources received by the Personnel Committee. Appointments affected include the following: Staff Psychiatrist (Behavioral Health Division), Fiscal and Management Analyst III and Payroll Specialist (DAS-Fiscal Affairs), Director of Operations (DPW-Administration), Clerical Specialist and Parks Budget Manager (Parks), and LPN-Sheriff and RN III MH (Sheriff). 6-1

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

NOES: Cesarz (Chair) - 1

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)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Jack Takerian, Interim Director, Department of Transportation and
Public Works

Questions and comments ensued.

The Committee took no action regarding this informational report.

4. 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, DAS
Pat Wright, Employment and Staffing Manager, Human Resources

00:24 Dr. Jackson outlined changes made to the report, which provided the Committee with clarity. She also emphasized that even during these challenging fiscal times, it is still necessary to hire employees. Dr. Jackson provided the Committee with background and explanatory information to assist in understanding the tracking table.

Questions and comments ensued.

03:30 Ms. Barbara Kelsey appeared and spoke regarding this item.

The Committee took no action regarding this informational report.

5. 08-322(a)(g) From the Pension Obligation Bond Workgroup requesting authorization to amend the Milwaukee County General Ordinance regarding current year contributions related to Pension Obligation Bond sale proceeds. **(Also to the Committee on Finance and Audit and the Pension Study Commission.)**

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
Steve Kreklow, Fiscal and Budget Administrator, DAS

00:44 Mr. Grady stated this recommendation comes from the Pension Obligation Bond (POB) Workgroup, which was established several years ago by the County Board. The Workgroup is made up of staff from Corporation Counsel, DAS, the County Auditor, and the County

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Board. It also includes outside professional consultants and representation from the Bond Counsel. The proposal addresses an important accounting issue regarding how to handle the POB proceeds from the sale of the bonds. There are two major components that this proposal addresses. Component one is the result that comes from nothing being done. If corrective action is not taken, the pension system Ordinance requires bond proceeds given to the retirement system to be an excess contribution to the retirement system, which would be spread over five years. The effect will mean that for the next approximately five to six-and-a-half years, the County would make no contribution to the retirement system. That is a very bad practice given the current funding status of the pension system. What the Workgroup is proposing is that those proceeds are taken and spread over a thirty-year amortization, which is currently being used for the retirement system for unfunded liability. That will smooth out the effect of the sale of the POBs. The current Ordinance would give a five or six-year contribution holiday and push all costs into later years. Eventually, over thirty years, the total amount due would be paid. The fiscal note reflects the savings over thirty years.

Mr. Grady went on to explain that if this is not done, payments for unfunded liability would be pushed off to the future ultimately increasing the total cost to the County in terms of what has to be paid over time. It would be a short-term savings but a long-term substantial cost. The Workgroup, together with the actuary, is recommending that change. In conjunction with that, the other component of this change addresses the issue that the County, over four of the past five years, has not contributed as much as the retirement system requires. It has been under funded or has shortfalls. Under the Ordinances, those shortfalls are also amortized over five years. The Workgroup is proposing that those proceeds be used to pay off that bill and apply the rest to the thirty-year amortization. Clearly, this is a short-term cost to the County because it will increase the contribution, but in the long-term, substantial savings will be seen and a more appropriate method of dealing with these proceeds will be established.

06:06 Supervisor Weishan expressed concerns regarding the timeliness of receiving the report and having to make a decision on such short notice.

08:18 Mr. Langer gave an overview of his report providing the Committee with a comparison of the three options listed (Status Quo, Alternative A, and Alternative B) reviewing the numbers of these options in detail. Mr. Langer continued his presentation by emphasizing that Status Quo contribution numbers reflect continuing current practices without an

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amendment to the Ordinance. It is strongly recommended that Milwaukee County does not continue with Status Quo. The Pension Obligation Bond Workgroup recommends adoption of the proposed Ordinance and feels it is a reasonable way to proceed.

Questions and comments ensued.

MOTION BY:(Weishan) Lay the item over for a Special Personnel Committee Meeting to be held at the Call of the Chair. 7-0

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

NOES: 0

6. 09-184 An adopted Resolution by Supervisor Coggs authorizing and directing the Director, Division of Human Resources, to prepare a report for consideration in the June 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. **(04/17/09: Report due from Director of Human Resources.)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Rebecca Parker, FMLA Specialist, Human Resources, DAS

00:36 Dr. Jackson stated that this is a two-part presentation that provides FML statistics as was recommended by the resolution. Human Resources (HR) will come back next cycle with a comprehensive policy and ideas about training. She introduced Ms. Parker, HRs FML Specialist, and stated this position was created as part of this Committee recognizing the need for assistance in evaluating Milwaukee County's FML issues.

01:30 Ms. Parker stated she processes FML for all departments with the exception of the Department of Health and Human Services and the Courts. Because of the amount of FML that is being taken in those departments, it is still being administered through their respective human resources divisions. Because processing for the rest of the departments is now centralized by going through HR, it allows for a more cohesive administration of FML. She continued by summarizing the report stating that she was able to analyze data, over approximately the course of a year out of both payroll systems, to get a baseline of FML for the County. She reviewed statistics (percentages and trends) in detail comparing Milwaukee County to standard corporations including 24/7 operations. She stated that Milwaukee County has

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been consistently at the higher end of the norm for FML but falling within the averages.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 09-P-05 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. **(05/08/09: Report due from Director of Human Resources.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Pat Wright, Employment and Staffing Manager, Human Resources (HR)
John Chianelli, Administrator, Behavioral Health Division, DHHS

01:20 Ms. Wright stated Milwaukee County was able to place nine Food Service Workers into County positions. Fifty employees applied for positions with A'viands, the new vendor. Forty-three of those employees have been offered positions with A'viands and thirty-seven have accepted positions. Approximately five Food Service Workers retired. HR continues to work with employees that were not placed with testing, for positions that were being held for layoffs, pending. HR is also following up with employees that chose not to show up for placements. Another attempt has been made to contact those to see if they are in need of assistance.

02:33 Mr. Chianelli stated one of the strategies employed was to bring in the Workforce Development Group to provide a presentation for staff. The presentation included an opportunity for staff retraining. The Workforce Development Group received a stimulus grant, which affords employees the opportunity to enter into a technical training school for up to two-and-a-half years in any field of their choice. This presented a good opportunity for a number of employees who chose to take advantage.

Mr. Chianelli updated Ms. Wright's numbers stating that he recently received information reflecting forty-seven employees took positions with the new vendor. He stated the kitchen has been operating for a week and is running well.

Questions and comments ensued.

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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):

8. 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 #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. 4-2

00:30 Supervisor Weishan expressed concerns regarding going into closed session.

Discussion ensued amongst Committee members.

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

NOES: Weishan and Dimitrijevic - 2

EXCUSED: Thomas - 1

The Committee convened into closed session at approximately 1:00 p.m. The Committee did not reconvene back into open session.

ADDENDUM ITEMS

9. 09-22(a)(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). **(Sheriff positions contained within the Reclassification Section of the Report dated April 23, 2009, titled Correction Officer 2 was laid over May 8, 2009.)**

APPEARANCES:

Kevin Carr, Inspector, Office of the Sheriff

Steve Kreklow, Fiscal and Budget Administrator, DAS

Jon Priebe, Fiscal Affairs, Office of the Sheriff

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00:38 Inspector Carr stated this reclassification request is closely linked to an additional request that involves the total reorganization of the command staff at the South Facility (Item #10). The reorganization is necessary because at the present time, there is an unnecessary layer of supervision that had been put in place over a number of years by the previous administration. If the Sheriff's Department is allowed to go forward with this reorganization, efficiencies will accrue. DAS has analyzed the Department's proposal and has identified cost savings.

22:59 The following people appeared and spoke regarding this item:
Ms. Marsha Spells, Local 1656
Mr. Dave Eisner, Contract Administrator, AFSCME-DC48
Mr. Rodney Harris, Local 1656

Mr. Kevin Schoofs registered but did speak.

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 7-0

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

NOES: 0

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

10. 09-198 From the Office of the Sheriff requesting authorization to abolish 24 Correction Officer I positions, one Assistant Superintendent HOC position, one Investigator Coordinator position, and one Administrative Assistant position; unfund one Superintendent HOC position; and create five positions of Correction Officer Lieutenant and four positions of Deputy Sheriff Lieutenant. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.) (Laid over 05/08/09.)**

APPEARANCES:

Kevin Carr, Inspector, Office of the Sheriff
Jon Priebe, Fiscal Affairs, Office of the Sheriff

00:38 Inspector Carr stated this is the funding piece that is going to result in the identified cost savings discussed in the previous item. He reviewed the positions contained in the request in detail.

Questions and comments ensued.

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- 04:26 ***MOTION BY:(Thomas) Lay over the four Deputy Sheriff Lieutenant positions delineated in Lines 59 and 72 of the resolution.***

Discussion ensued as to whether the Personnel Committee is the proper venue for that motion considering the Committee's primary mission is to approve classifications and rates of pay only.

After further discussion, Supervisor Thomas withdrew his motion and will reserve it to be reentered before the Committee on Finance and Audit.

- 13:14 ***MOTION BY:(Weishan) Delete Line 73 of the resolution. 3-4***
AYES: Larson, Weishan, and Dimitrijevic - 3
NOES: Borkowski, De Bruin, Thomas and Cesarz (Chair) – 4

The motion failed.

- 20:10 ***MOTION BY:(Borkowski) Approve classifications and rates of pay pending creation of positions by the Committee on Finance and Audit. 6-1***
AYES: Larson, Borkowski, De Bruin, , Dimitrijevic, Thomas and Cesarz (Chair) – 6
NOES: Weishan - 1

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Sue Black, Director, Department of Parks, Recreation & Culture
Steve Kreklow, Fiscal and Budget Administrator, DAS
Mary Anne Grimes, Deputy, Corporation Counsel
John Chianelli, Administrator, Behavioral Health Division
Jack Takerian, Interim Director, Department of Transportation and Public Works
Inspector Kevin Carr, Office of the Sheriff
Pat Wright, Employment and Staffing Manager, Human Resources
Mark Grady, Principal Assistant, Corporation Counsel
Rebecca Parker, FMLA Specialist, Human Resources, DAS
Jon Priebe, Fiscal Affairs, Office of the Sheriff
Rick Ceschin, Research Analyst, County Board

SCHEDULED ITEMS:

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: 9:40 a.m. to 2:20 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel