

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Monday, December 14, 2009 -- 9:30 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

SCHEDULED ITEMS:

1. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

- 00:17 Dr. Jackson explained that this item is for the Committee's information only and stated that when a department hires an individual, the hiring authority has the discretion to place that individual anywhere within that pay range. She continued reviewing the report by discussing the format, so Supervisors new to the Committee understands what to expect in regards to this monthly informational report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

2. 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)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

- 00:15 Dr. Jackson again explained that this item is for the Committee's information only and reviewed each individual report contained within this item.

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

3. 10-41(a) From the Director of Human Resources relative to reduction in force planning with respect to training, retraining, and placement of displaced County employees. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources (HR), DAS
Patricia Perry-Wright, Manager, Employment and Staffing, HR, DAS
James Tate, Analyst, HR
Cynthia Archer, Director, Department of Administrative Services (DAS)
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS

00:20 Dr. Jackson distributed several charts to the Committee showing a breakdown of the layoff letters dispersed to employees by division, race, and gender. She indicated that at this time, they have sent out 86 notices. She discussed each division's particular situation and the reasoning behind the report in detail, including bumping rights.

11:16 Ms. Perry-Wright stated DHR has worked really hard to try and place as many people as possible, but lower skill levels make it very difficult to place certain individuals who do not possess clerical skills or have not obtained a higher education. Professional level people are sometimes easier to place because they can be placed in a position that is comparable or non-comparable. As you get to the lower skill levels, it becomes more difficult to do placement. At this point, none of the facilities workers have been placed. They will, of course, be considered for positions that may open in the future.

Questions and comments ensued.

29:06 Mr. Bill Mollenhauer, District Council 48, appeared and spoke regarding this item.

The Committee took no action regarding this informational report.

4. 09-257(a)(a) From the Director of Audits and County Board Fiscal and Budget Analyst recommending adoption of a technical amendment to Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to clearly define "overtime" for non-represented employees exempt from the Fair Labor Standards Act. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Steve Cady, Fiscal and Budget Analyst, County Board

SCHEDULED ITEMS:

00:32 Mr. Cady indicated that the item before the Committee is a follow-up amendment to an Ordinance revision that the County Board approved at their meeting of November 5, 2009, which reduced overtime benefits for non-represented employees exempt from the Fair Labor Standards Act. Subsequent to that passage, there was an area that was discovered that seemed to lack clarity regarding the actual definition of overtime. This technical amendment provides clarity to that Ordinance revision to ensure that the definition of overtime and who it would apply to was clearly stated.

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

5. 09-415(a) An adopted Resolution by Supervisors Larson and Dimitrijevic authorizing and directing the Director, Department of Administrative Services – Division of Employee Benefits, working with the Office of Corporation Counsel, Department of Audit, and County Board staff, to draft revisions to the Milwaukee County Employee Health Plan to extend health benefit coverage to domestic partners of eligible Milwaukee County employees. **(11/18/09 County Board Veto Meeting: Referred back to Committee.)**

APPEARANCES:

Bill Domina, Corporation Counsel
County Supervisor Marina Dimitrijevic, District 4
County Supervisor John Weishan, Jr., District 16

00:41 Mr. Domina stated this item is a referral back to Committee of a veto item. He explained that the Committee is able to consider the item for the sole purpose of providing a recommendation to the Board as to whether or not to sustain or override the veto. The matter is not before the Committee with substance, which means no amendments are in order relative to the language. It is in tact in its current form because it has already been passed by the Board and submitted for veto by the County Executive. The only issue that is before the Board is whether or not the veto should be sustained or overridden.

Questions and comments ensued.

09:58 Both County Supervisors Dimitrijevic and Weishan appeared to

SCHEDULED ITEMS:

respectfully request that their colleagues support the resolution and override the County Executive's veto.

MOTION BY:(Sanfelippo) Recommend that the County Executive's VETO be SUSTAINED. 5-2

AYES: Borkowski, De Bruin, Schmitt, Rice and Sanfelippo– 5

NOES: Larson and Jursik (Chair) - 2

**** CLOSED SESSION ****

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing the following matter(s). The Committee may reconvene into open session to take whatever action(s) it may deem necessary on the said matter(s).

6. 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.)**

APPEARANCES:

Bill Domina, Corporation Counsel

Dennis John, Chief Information Officer, IMSD, DAS

Laurie Panella, IT Director, IMSD, DAS

Dr. Karen Jackson, Director, Human Resources

Cynthia Archer, Director, Department of Administrative Services (DAS)

The following people appeared and provided comments regarding this item:

01:03 Mr. Steven Dankert
Mr. Bill Mollenhauer, District Council 48

12:25 Mr. John stated the reason for the reclassification is the fact that the three individuals whose titles are listed in the report are working outside of their classifications. Their roles have changed over the years, and their duties no longer fit the job classification of an Applications Specialist. Yet, they perform other duties that fit other classifications.

Questions and comments ensued.

MOTION BY:(De Bruin) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item

SCHEDULED ITEMS:

#s 6 and 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. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 11:24 a.m. and reconvened in open session at approximately 12:11 p.m. The roll call was taken and all Committee Members were present.

00:48 Dr. Jackson explained HR's role in the evaluation and process of handling reclassification requests submitted to their office.

The Committee took no action regarding this item.

7. 09-471 From the Director, Department of Administrative Services, requesting authorization to amend various sections of the Milwaukee County Code of General Ordinances as it pertains to wage, health, and pension benefits for non-represented employees. **(Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.)**

APPEARANCES:

Scott Manske, Controller, Administration and Fiscal Affairs, DAS
Jerry Heer, Director, Department of Audit
Mark Grady, Principal Assistant, Corporation Counsel

00:36 Mr. Manske stated that this resolution makes changes to the Ordinances for Chapter 17 and Chapter 201. There are also two fiscal notes associated with the resolution, one for each Chapter referenced. Mr. Manske summarized the various changes which include 1) an increase in the normal retirement age for new members of the Employee Retirement System (ERS) from age 60 to age 64, 2) a reduction in the annual pension service credit multiplier for members of the ERS for all future years from 2.0% to 1.6%, 3) the elimination of incremental wage and salary advancements for calendar year 2010, and 4) increases in employee premium contributions and certain co-pay and deductible amounts under the Milwaukee County Group Health Benefit Plan.

Questions and comments ensued.

SCHEDULED ITEMS:

MOTION BY:(De Bruin) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (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):

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

MOTION BY:(De Bruin) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #s 6 and 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. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 11:24 a.m. and reconvened in open session at approximately 12:11 p.m. The roll call was taken and all Committee Members were present.

The Committee took no action regarding this item.

SCHEDULED ITEMS:

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Patricia Perry-Wright, Manager, Employment and Staffing, HR, DAS
James Tate, Analyst, HR
Cynthia Archer, Director, Department of Administrative Services (DAS)
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS
Steve Cady, Fiscal and Budget Analyst, County Board
Bill Domina, Corporation Counsel
County Supervisor Marina Dimitrijevic, District 4
County Supervisor John Weishan, Jr., District 16
Dennis John, Chief Information Officer, IMSD, DAS
Laurie Panella, IT Director, IMSD, DAS
Cynthia Archer, Director, Department of Administrative Services (DAS)
Jerry Heer, Director, Department of Audit
Mark Grady, Principal Assistant, Corporation Counsel
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: 9:40.m. to 12:32 p.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel