

1 By Chairman Holloway

2

3 **A RESOLUTION / ORDINANCE**

4 Amending Chapter 17 of the Milwaukee County Code of General
5 Ordinances to require all employees hired on or after October 1, 2010 in the
6 unclassified service to establish and maintain residency within Milwaukee County.

7 WHEREAS, under State law, Milwaukee County employees in the classified
8 service are subject to the Civil Service Rules of Milwaukee County as established
9 by the Civil Service Commission; and

10 WHEREAS, Milwaukee County Civil Service Rules and Procedures, Rule II,
11 Section 2 requires "domicile and principal place of residence within the
12 geographic limits of Milwaukee County" during employment, except for positions
13 in classifications which the civil service commission determines "essential to
14 effective functioning of county operations and which, on the basis of classification,
15 vacancy, experience and difficulty in recruitment cannot be filled with qualified
16 personnel without waiving the restriction"; and

17 WHEREAS, in July 2002, the County Board adopted a policy requiring
18 members of the County Executive's personal staff, County Board staff, and
19 positions in the County Executive's cabinet (as defined in Wis. Stats. 59.17(2)(bm))
20 to reside in Milwaukee County within six months of appointment and/or
21 confirmation, and maintain such residency during employment with the county
22 (Res. File No. 02-394); and

23 WHEREAS, because the rules of the Civil Service Commission only apply
24 to positions in the classified service (as defined in Wis. Stats. Chapter 63),
25 employees in the unclassified service (other than the positions specified in File
26 No. 02-394) are not required to be a resident of the county; and

27 WHEREAS, Wis. Stats. 63.03(2) and 63.03(3)(b) specify a list of positions
28 that must be in the unclassified service, including elected officials, administrative
29 secretaries, board and commission members, and any position of "department
30 head, deputy department head, associate department head or immediate assistant
31 department head" in pay range 30 or above

32 WHEREAS, although it may be necessary periodically for the recruitment of
33 certain limited positions, in general, permitting County employees to reside
34 outside the County limits:

- 35
- Denies an employment opportunity for a County resident
 - Removes that wage base from the Milwaukee County economy
- 36

MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: July 6, 2010

Original Fiscal Note

Substitute Fiscal Note

SUBJECT: A RESOLUTION / ORDINANCE

Amending Chapter 17 of the Milwaukee County Code of General Ordinances to require all employees hired on or after August 1, 2010 in the unclassified service to establish and maintain residency within Milwaukee County.

FISCAL EFFECT:

- | | |
|--|--|
| <input checked="" type="checkbox"/> No Direct County Fiscal Impact | <input type="checkbox"/> Increase Capital Expenditures |
| <input type="checkbox"/> Existing Staff Time Required | <input type="checkbox"/> Decrease Capital Expenditures |
| <input type="checkbox"/> Increase Operating Expenditures
(If checked, check one of two boxes below) | <input type="checkbox"/> Increase Capital Revenues |
| <input type="checkbox"/> Absorbed Within Agency's Budget | <input type="checkbox"/> Decrease Capital Revenues |
| <input type="checkbox"/> Not Absorbed Within Agency's Budget | |
| <input type="checkbox"/> Decrease Operating Expenditures | <input type="checkbox"/> Use of contingent funds |
| <input type="checkbox"/> Increase Operating Revenues | |
| <input type="checkbox"/> Decrease Operating Revenues | |

Indicate below the dollar change from budget for any submission that is projected to result in increased/decreased expenditures or revenues in the current year.

	Expenditure or Revenue Category	Current Year	Subsequent Year
Operating Budget	Expenditure	0	0
	Revenue	0	0
	Net Cost	0	0
Capital Improvement Budget	Expenditure		
	Revenue		
	Net Cost		

DESCRIPTION OF FISCAL EFFECT

In the space below, you must provide the following information. Attach additional pages if necessary.

- A. Briefly describe the nature of the action that is being requested or proposed, and the new or changed conditions that would occur if the request or proposal were adopted.
- B. State the direct costs, savings or anticipated revenues associated with the requested or proposed action in the current budget year and how those were calculated. ¹ If annualized or subsequent year fiscal impacts are substantially different from current year impacts, then those shall be stated as well. In addition, cite any one-time costs associated with the action, the source of any new or additional revenues (e.g. State, Federal, user fee or private donation), the use of contingent funds, and/or the use of budgeted appropriations due to surpluses or change in purpose required to fund the requested action.
- C. Discuss the budgetary impacts associated with the proposed action in the current year. A statement that sufficient funds are budgeted should be justified with information regarding the amount of budgeted appropriations in the relevant account and whether that amount is sufficient to offset the cost of the requested action. If relevant, discussion of budgetary impacts in subsequent years also shall be discussed. Subsequent year fiscal impacts shall be noted for the entire period in which the requested or proposed action would be implemented when it is reasonable to do so (i.e. a five-year lease agreement shall specify the costs/savings for each of the five years in question). Otherwise, impacts associated with the existing and subsequent budget years should be cited.
- D. Describe any assumptions or interpretations that were utilized to provide the information on this form.

Adoption of this resolution / ordinance will create a residency requirement for Milwaukee County employees in the unclassified service. No fiscal impact on the 2010 Adopted Operating Budget is anticipated.

Department/Prepared By County Board / Ceschin

Authorized Signature

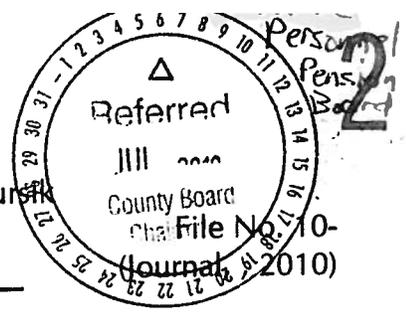
Dick Carlson

Did DAS-Fiscal Staff Review?

Yes

No

¹ If it is assumed that there is no fiscal impact associated with the requested action, then an explanatory statement that justifies that conclusion shall be provided. If precise impacts cannot be calculated, then an estimate or range should be provided.



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By Supervisors Sanfelippo, Rice, Borkowski, Cesarz, Schmitt and Jurk

FILE NO. 10-263

A RESOLUTION/ORDINANCE

To amend Section 201.24 of the Milwaukee County Code of General Ordinances to reduce the annual pension service credit multiplier for elected officials from two percent to one and six-tenths percent for future years.

WHEREAS, the 2010 Adopted Budget included employee wage, health and pension benefit modifications that are anticipated to result in significant expenditure reductions to help improve Milwaukee County's fiscal outlook; and

WHEREAS in December 2009, the County Board of Supervisors adopted the recommended employee wage and benefit modifications for employees not represented by a collective bargaining agreement, memorializing the 2010 Adopted Budget actions (File No. 09-471); and

WHEREAS, the deductible and co-payment increases in the employee health package fully apply to Milwaukee County elected officials, although the salary related components of the package cannot be applied to elected officials in term; and

WHEREAS, elected officials and deputy sheriffs were exempted from a key component of the benefit modification package that reduced the annual pension service credit multiplier for non-represented members of the Milwaukee County Employee's Retirement System (ERS) for all future years from 2.0 percent to 1.6 percent; and

WHEREAS, while these wage and pension benefit modifications will initially be applied only to non-represented employees, the modifications are expected to be included in the County's proposals during the collective bargaining process in order to extend these benefits to employees who are represented by a collective bargaining unit; and

WHEREAS, inasmuch as elected officials are relying on employee wage and benefit modifications to improve Milwaukee County's fiscal situation, it is fair and equitable for elected officials to also accept the decrease in the pension multiplier recently enacted for other employees; and

WHEREAS, the Milwaukee County defined benefit plan exists in part as an incentive to attract and retain career-oriented public servants and should not be a primary incentive to public service for an elected official; and

WHEREAS, inasmuch as Milwaukee County elected officials, by the nature of their elected status, are more likely to leave County service prior to attaining a normal or deferred retirement benefit, it would be beneficial to future elected officials, the ERS, and

46 the taxpayer if a separate portable and contributory 401K-style pension plan was designed
47 solely for the participation of future Milwaukee County elected officials; and
48

49 WHEREAS, the attached changes to Section 201.24 of the Milwaukee County Code
50 of General Ordinances (MCGO) extend the reduction of the pension multiplier from 2.0
51 percent to 1.6 percent to Milwaukee County elected officials covered by the ERS for all
52 future earned pension service credit; and
53

54 WHEREAS, the proposed changes to Section 201.24 of the MCGO have been
55 referred to the pension fund actuary whose actuarial analysis indicates the changes will
56 decrease the accrued liability and the normal actuarial cost; and
57

58 WHEREAS, the Committee on Personnel, at its meeting of March 9, 2010,
59 recommended approval of the resolution/ordinance as AMENDED (vote 6-0); and
60

61 WHEREAS, the Pension Study Commission reviewed the pension fund actuary's
62 report on March 11, 2010, and has recommended the County Board adopt the proposed
63 changes to Section 201.24 of the MCGO (vote 3-1); and
64

65 WHEREAS, the Committee on Finance and Audit, at its meeting of March 11, 2010,
66 by virtue of a tie vote, made no recommendation to the full Board on adoption of the
67 aforesaid matter (vote 3-3); now, therefore,
68

69 BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby amends
70 Section 201.24 of the Milwaukee County Code of General Ordinances by adopting the
71 following,
72

73 AN ORDINANCE

74
75 The County Board of Supervisors of the County of Milwaukee does ordain as
76 follows:
77

78 **SECTION 1.** Section 201.24 (5.1)(4) of the General Ordinances of Milwaukee County, is
79 amended as follows:
80

81 **5.1. Normal pension.**

82
83 (4) A member who is an elected official whose continuous membership began prior to
84 January 1, 1982, and who meets the requirements for a normal pension, shall
85 receive an amount equal to two and one-half (2 1/2) percent of his final average
86 salary multiplied by the number of his years of service as an elected official. A
87 member who is an elected official whose continuous membership began after
88 January 1, 1982, and who meets the requirements for a normal pension, shall
89 receive an amount equal to two (2) percent of his final average salary multiplied by
90 the number of his years of service as an elected official. Regardless of when

91 membership began, an elected official shall receive an amount equal to one and six-
92 tenths (1.6) percent of his final average salary multiplied by the number of his years
93 of service rendered on and after [date of passage and publication] as an elected
94 official.

95
96 **SECTION 2.** Section 201.24 (5.15) of the General Ordinances of Milwaukee County, is
97 amended as follows:

98
99 **5.15. Recruitment and retention incentive effective January 1, 2001.**

100
101 The provisions of this section shall apply to all members of the employees' retirement
102 system eligible to accrue pension service credit as of January 1, 2001, who are not
103 represented by a collective bargaining unit and file an application for retirement after
104 January 1, 2001. This section shall supercede any provisions of Section 5.1 that may
105 conflict with this section. The provisions of this section shall not apply to any member of
106 the employees' retirement system who filed an application for retirement prior to January 1,
107 2001, which shall be effective on or after January 1, 2001. The provisions of this section
108 shall not apply to members of the employees' retirement system who, as of January 1,
109 2001, are either eligible for a deferred vested retirement benefit under Section 4.5 or are
110 receiving a retirement benefit, unless such members return to a status eligible to accrue
111 additional service credit on or after January 1, 2001. The provisions of this section shall
112 not apply to years of service earned on or after January 1, 2010, by a member who, at the
113 time the service is earned, is not covered by the terms of a collective bargaining agreement,
114 nor shall this section apply to service credit earned on or after [date of passage and
115 publication] by a member and who, at the time service is earned, is not an elected official.

116
117 (1) If membership in the employees' retirement system initially began on or after January 1,
118 1982, the following recruitment and retention incentives shall apply:

119
120 (a) Except for a non-represented deputy sheriff whose membership began prior to
121 July 1, 1995, and elected officials whose membership began on or after March 15,
122 2002, all pension service credit earned on and after January 1, 2001, shall be
123 credited in an amount equal to an additional 0.5 percent of the member's final
124 average salary. For each year of service credit earned after January 1, 2001, eight
125 years of service credit earned prior to January 1, 2001, shall be credited at an
126 additional 0.5 percent of the member's final average salary. The additional service
127 credits under this Section 5.15(1)(a) shall not apply to any elected official whose
128 membership began prior to March 15, 2002, if such elected official consents
129 irrevocably in writing filed with the system to waive the right to receive such
130 additional pension service credits.

131
132 (b) An employee shall not be eligible for a deferred vested pension if his/her
133 employment is terminated prior to his/her completion of five (5) years of service.

134
135 (2) Retention incentive bonus. If initial membership in the employees' retirement system

136 began prior to January 1, 1982, or July 1, 1995, for a non-represented Deputy Sheriff at
137 the time of retirement, the member shall have their final average salary increased by a
138 bonus of 7.5 percent for each year of pension service credit earned after January 1,
139 2001. The maximum bonus that shall be added to an eligible member's final average
140 salary shall not be more than twenty-five (25) percent. This provision shall not apply to a
141 member of the employees' retirement system who became a member of the system
142 prior to January 1, 1982, and, as of January 1, 2001, is either eligible for a deferred
143 vested benefit under 201.24 (4.5), or is receiving a pension benefit, unless such member
144 returns to a status whereby the member is eligible to earn additional pension service
145 credit on or after January 1, 2001. The retention incentive bonus under this Section
146 5.15(2) shall not apply to any elected official who is otherwise eligible to receive such
147 bonus if such elected official consents irrevocably in writing filed with the system to
148 waive the right to receive such retention incentive bonus.
149

150 (3) Members who hold positions for which membership in the employees' retirement
151 system is optional and opt for such membership, shall have pension service credit
152 earned after January 1, 2001, credited at two (2) percent. However, such service credit
153 shall not result in a multiplier increase for service credit earned prior to January 1,
154 2001, nor shall such service credit qualify the member for a retention incentive bonus.
155

156 The provisions of this section shall not apply to a member of the employees' retirement
157 system who is either eligible for a deferred vested benefit under 201.24 (4.5), or is
158 receiving a pension benefit as of January 1, 2001, unless such member returns to active
159 County employment and is eligible to earn additional pension service credit under 201.24.
160

161 **SECTION 3.** The provisions of this ordinance shall be effective upon passage and
162 publication

163
164 ; and
165

166 BE IT FURTHER RESOLVED, in the event collective bargaining agreements or
167 arbitration decisions covering a majority of represented County employees include pension
168 modifications that are not in agreement with the terms and provisions of Sections 1 and 2
169 above, revisions to these ordinances shall be drafted within 90 days to match those settled
170 or arbitrated pension modifications, subject to approval of the County Board; and
171

172 BE IT FURTHER RESOLVED, that the Employee Benefits Work Group is authorized
173 and directed to review any and all issues related to developing a contributory pension
174 benefit exclusively for future Milwaukee County elected officials, not to exceed the
175 pension benefit available to non-represented employees, that features characteristics similar
176 to those of 401K- style plans including, at a minimum, participant contributions, employer
177 matching contributions, and account portability; and
178

179 BE IT FURTHER RESOLVED, that the Employee Benefits Work Group shall report its
180 findings, including estimated implementation costs and projected pension savings, to the

181 Personnel and Finance and Audit Committees as soon as possible, but no later than
182 October 2010 meeting cycle.

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MILWAUKEE COUNTY FISCAL NOTE FORM

DATE: June 28, 2010

Original Fiscal Note

Substitute Fiscal Note

SUBJECT: A resolution amending Section 201.24 of the Milwaukee County Code of General Ordinances to reduce the annual pension service credit multiplier from 2.0% to 1.6% for future years for elected officials.

FISCAL EFFECT:

- | | |
|---|--|
| <input type="checkbox"/> No Direct County Fiscal Impact
<input type="checkbox"/> Existing Staff Time Required
<input type="checkbox"/> Increase Operating Expenditures
(If checked, check one of two boxes below)
<input type="checkbox"/> Absorbed Within Agency's Budget
<input type="checkbox"/> Not Absorbed Within Agency's Budget
<input checked="" type="checkbox"/> Decrease Operating Expenditures
<input type="checkbox"/> Increase Operating Revenues
<input type="checkbox"/> Decrease Operating Revenues | <input type="checkbox"/> Increase Capital Expenditures
<input type="checkbox"/> Decrease Capital Expenditures
<input type="checkbox"/> Increase Capital Revenues
<input type="checkbox"/> Decrease Capital Revenues
<input type="checkbox"/> Use of contingent funds |
|---|--|

Indicate below the dollar change from budget for any submission that is projected to result in increased/decreased expenditures or revenues in the current year.

	Expenditure or Revenue Category	Current Year	Subsequent Year
Operating Budget	Expenditure	-25,417	-25,417
	Revenue	0	0
	Net Cost	-25,417	-25,417
Capital Improvement Budget	Expenditure		
	Revenue		
	Net Cost		

DESCRIPTION OF FISCAL EFFECT

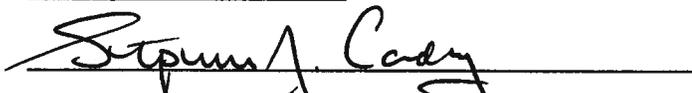
In the space below, you must provide the following information. Attach additional pages if necessary.

- A. Briefly describe the nature of the action that is being requested or proposed, and the new or changed conditions that would occur if the request or proposal were adopted.
- B. State the direct costs, savings or anticipated revenues associated with the requested or proposed action in the current budget year and how those were calculated.¹ If annualized or subsequent year fiscal impacts are substantially different from current year impacts, then those shall be stated as well. In addition, cite any one-time costs associated with the action, the source of any new or additional revenues (e.g. State, Federal, user fee or private donation), the use of contingent funds, and/or the use of budgeted appropriations due to surpluses or change in purpose required to fund the requested action.
- C. Discuss the budgetary impacts associated with the proposed action in the current year. A statement that sufficient funds are budgeted should be justified with information regarding the amount of budgeted appropriations in the relevant account and whether that amount is sufficient to offset the cost of the requested action. If relevant, discussion of budgetary impacts in subsequent years also shall be discussed. Subsequent year fiscal impacts shall be noted for the entire period in which the requested or proposed action would be implemented when it is reasonable to do so (i.e. a five-year lease agreement shall specify the costs/savings for each of the five years in question). Otherwise, impacts associated with the existing and subsequent budget years should be cited.
- D. Describe any assumptions or interpretations that were utilized to provide the information on this form.

Per the March 3, 2010 report of the actuary, attached to and made a part of this file, reducing the pension service credit multiplier for elected officials from 2.0% to 1.6% was estimated to have the effect of decreasing the annual pension contribution from \$30.36 million to \$30.33 million (the specific reduction was calculated at \$25,417 which was rounded to \$30,000 in the tables accompanying the report). Future annual pension contributions would be reduced by a similar amount.

Department/Prepared By County Board / Ceschin

Authorized Signature



Did DAS-Fiscal Staff Review? Yes No

COUNTY BOARD
CHAIRMAN

2010 JUN 29 PM 3:40

RECEIVED

¹ If it is assumed that there is no fiscal impact associated with the requested action, then an explanatory statement that justifies that conclusion shall be provided. If precise impacts cannot be calculated, then an estimate or range should be provided.

March 3, 2010

Supervisor Paul M. Cesarz
Chairman
Pension Study Commission
901 N. 9th St.
Milwaukee, WI 53233

RE: Actuary's Review of Proposed Ordinance Amendment to the Employees' Retirement System for Elected Officials

Dear Supervisor Cesarz:

As requested, we have analyzed the actuarial impact on the Milwaukee County Employees' Retirement System of the attached proposed ordinance amendments. If adopted, these amendments would decrease the multiplier from 2.0% to 1.6% for Elected Officials' future service. These changes would go into effect March 18, 2010. That is, all benefit accruals for service after March 18, 2010 would be at the 1.6% multiplier level.

Actuarial Analysis

The ordinance amendments affect current and future Elected Officials, which includes 24 active employees as of January 1, 2009. Assuming that future Elected Officials have similar characteristics as current employees, we have estimated that a decrease in multiplier to this group's future service would decrease the total present value of benefits as of January 1, 2009 from \$2.199B to \$2.198B.

The change in multiplier would decrease the present value of future normal cost as of January 1, 2009 from \$141.35M to \$141.29M. The effect of the multiplier change would be a decrease in the annual contribution from \$30.36M to \$30.33M. Thus, the multiplier change would have the effect of decreasing the annual required contribution by \$30,000.00.

Basis for the Analysis

Unless otherwise noted below, we have based this analysis on the data, assumptions and methods used for the most recently completed valuation, which was as of January 1, 2009. We understand that these proposed amendments would only impact Elected Officials.

Supervisor Paul M. Cesarz
Chairman
Pension Study Commission
March 3, 2010
Page 2

The undersigned is a Member of the American Academy of Actuaries and meets the Academy's Qualification Standards to issue this Statement of Actuarial Opinion.

Please call if you have any questions.

Sincerely,



Larry Langer, ASA, EA, MAAA
Principal, Consulting Actuary

LL:pl
19150/C6882RET01-Review-Amend-Elected Officials.doc

cc: Mark Grady
Marco Ruffini

Milwaukee County Cost Study

Multiplier decrease from 2.0 to 1.6 for Elected Officials future service

Item	For Elected Officials	
	Current Valuation	Multiplier Change - Future Service
Valuation Results		
1. Present Value of Future Benefits		
a) Active Participants	\$ 812,317,967	\$ 812,010,015
b) Participants with Deferred Benefits	72,648,595	72,648,594
c) Participants Receiving Benefits	1,313,759,117	1,313,759,117
d) Total	<u>\$ 2,198,725,679</u>	<u>\$ 2,198,417,726</u>
2. Present Value of Future Normal Cost	\$ 141,348,691	\$ 141,292,269
3. Actuarial Accrued Liability: (1 - 2)	\$ 2,057,376,988	\$ 2,057,125,457
4. Actuarial Value of Assets	\$ 1,968,518,479	\$ 1,968,518,479
5. Funded Status: (4 / 3)	95.7 %	95.7 %
6. Unfunded Actuarial Accrued Liability: (3 - 4)	\$ 88,858,509	\$ 88,606,978
7. Normal Cost Rate	8.805 %	8.801 %
8. Normal Cost for the Plan Year	\$ 20,587,867	\$ 20,578,514
Employer Actual Funding Contribution and Annual Required Contribution for Fiscal Year		
9. Actual Funding Contribution Calculated by Actuary		
a) Normal Cost with Interest	\$ 21,395,539	\$ 21,385,819
b) Net Annual Amortization Payments	8,959,996	8,944,299
c) Total Contribution: ((a + b), not less than zero)	<u>\$ 30,355,535</u>	<u>\$ 30,330,118</u>

1) The cost study above affects only Elected Officials. This means that 24 out of the 4,837 Active members are affected by this change.

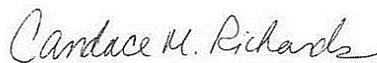
COUNTY OF MILWAUKEE
DAS - Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : July 6, 2010
To : Committee on Personnel
FROM : Candace M. Richards, Interim Director of Human Resources
SUBJECT : **Informational Reports 7/16/2010
For Personnel Committee Meeting**

Attached is an informational report listing *appointments at an advanced step of the pay range*, which the Director of Human Resources intends to approve for implementation.

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the agenda of the July 16, 2010 Personnel Committee Meeting for informational purposes

In the event the Personnel Committee takes no action, the transactions noted on the reports will be implemented.



CMR:bdv

Attachment

**Appointments At An Advance Step Of The Pay Range
Personnel Committee Report**

July 16, 2010

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PREVIOUS PAY GRADE	CURRENT PAY GRADE	SALARY RANGE ANNUALIZED	STEPS IN PR	APPT STEP	REQUESTED STEP AMOUNT	REQUESTED STEP AMOUNT ANNUALIZED	PREVIOUS SALARY	DIFFERENCE IN ANNUAL PAY	CURRENT YEAR FISCAL IMPACT	JUSTIFICATION
Cnty Treasurer	3090	No Previous Classification	Fiscal Assistant 2	N/A	04P	\$29,593.62 - \$37,949.81	9	2	\$14.7299	\$30,638.1920	N/A	N/A	\$476.00	TRG/EXP*
DAS	1151	Fiscal Mgt Analyst 3	Capital Finance & Planning Analyst 3	33JM	33JM	\$56,530.86 - \$77,082.51	8	5	\$32.4597	\$67,516.1760	\$54,325.62	\$13,190.56	\$5,003.00	TRG/EXP*
DAS	1151	No Previous Classification	Fiscal & Management Analyst 3	N/A	33JM	\$56,530.86 - \$77,082.51	8	6	\$33.8019	\$70,307.9520	N/A	N/A	\$6,275.00	TRG/EXP*
DAS	1151	Student Intern	Fiscal & Management Analyst 1	011M	17JM	\$33,494.66 - \$41,268.86	8	2	\$16.5944	\$34,516.3520	\$15.07	\$1.53	\$465.00	TRG/EXP*
Airport	5040	Grdtanspand Parking OPS Mgr	Airport Operations Mgr - Landside	30M	34M	\$67,516.18 - \$80,415.71	5	5	\$38.6614	\$80,415.7120	\$67,516.18	\$12,899.53	\$4,357.00	TRG/EXP*

*FISCAL IMPACT= (Step employee hired at - Step 1) * Pay Periods Remaining in Year * 1.0765

*TRG/EXP Denotes Training and Experience

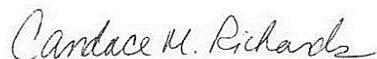
In accordance with the provisions of 17.09(3) of the County General Ordinances, the Director of Human Resources must file an informational report with all County Board Supervisors relative to all new appointments at an advanced step of the pay range.

COUNTY OF MILWAUKEE
DAS - Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : July 6, 2010
To : Committee on Personnel
FROM : Candace M. Richards, Interim Director of Human Resources
SUBJECT : **Informational Reports 7/16/2010
For Personnel Committee Meeting**

Attached are a series of informational reports relative to *dual employment*, *temporary appointment*, and *emergency appointment*. Reports reflect updates through the end of pay period 1. Also included is an informational report relative to *temporary assignments to a higher classification*, which is updated through June 29 2010.

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances.



CMR:bdv

Attachment

**Dual Employment Report
Personnel Committee Meeting
July 16, 2010**

Organizational Unit	Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
Parks Department	Terrance Wycklendt	Process Server (HR)	16	Umpire	52
Parks Department	John Quinlan	Public Services Manager	26M	Umpire	52
Parks Department	Kevin Quinlan	Food Service Operator-Seasonal	9	Umpire	52

**Temporary Appointment Report
Personnel Committee Meeting
July 16, 2010**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
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No Temporary Appointments to Report this Cycle

Emergency Appointment Report
 Personnel Committee Meeting
 July 16, 2010

Requestor	Dept	Last Name	First Name	Title Description	Employee Class	Status	Emergency Appt Date	Pay Range
Sheriff's Office	4316	Williams	Robert	Correction Officer 1 Stationary Engineer	F	A	3/1/2010	16Z
Sheriff's Office	4316	Gallett	Brian	Correction Officer 1 Stationary Engineer	F	A	3/22/2010	16Z
Total Employees = 2								
DTPW	5083	Kent	Keith	Transportation & Highway Maint Supv	F	A	4/5/2010	30M
Total Employees = 1								
Disabilities Services	8469	Riley	Felice	Unit Supervisor-Long Term Support	F	A	7/1/2010	26M
Total Employees = 1								

Grand Total of Employees: 4

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
July 16, 2010**

<u>Dept</u>	<u>First Name</u>	<u>Last Name</u>	<u>Current Job Title</u>	<u>Pay Range</u>	<u>Start Date</u>	<u>Ext.</u>	<u>End Date</u>	<u>New Job Title</u>	<u>Pay Range</u>
DAS - DHR	Candace	Richards	Human Resources Mgr DHHS	916E	7/1/2010		9/28/2010	Exec Dir3 Dir Human Resources	903E
DAS - ERS	Dale	Yerkes	Fiscal Officer Assistant	29M	5/17/2010		8/13/2010	Fiscal Officer - ERS	32M
DAS - IMSD	James	Martin	Fiscal and Budget Manager	33M	5/10/2010		8/7/2010	IT Director - Governance	902E
DAS - IMSD	Laurie	Panella	IT Director Business Development	902E	5/30/2010		7/29/2010	Ex Dir3-Chief Info Officer	903E
DAS - IMSD	Sean	Payne	Network Technical Specialist 4	28D	6/21/2010		8/20/2010	IT Manager - Server	35M
DAS - IMSD	Babu	Thomas	Network Technical Specialist	24D	7/1/2010		9/2/2010	IT Manager - Service Desk	35M
DHHS	Geri	Lyday	ExDir2-Divadmindelq Ctse	902E	6/28/2010		9/25/2010	Exdir3 Director of Human Services	903E
DHHS	Ara	Garcia	HR Coordinator	30m	7/1/2010		9/28/2010	HR Manager DHHS	916E
Dept on Aging	Carmen	Mills	Quality Imp Coordinator (CMO)	29	6/14/2010		9/10/2010	Program Coordinator (CMO Training)	29M
Dept on Aging	Cynthia	Mack	Human Service Worker (Aging)	16C	7/5/2010	*	10/2/2010	Unit Supervisor -LTS	26M
DTPW - Airport	Dushon	Wilson	Airport Maintenance Worker	15KZ	6/28/2010		8/26/2010	Assistant Airport Maintenance Supervisor	23M
DTPW - Facilities Mgmt	Gary	Waszak	Facilities Maintenance Coordinator	30M	5/17/2010		8/14/2010	Director Facilities Management	902E
DTPW -Highway Maint	Scott	Scheweitzer	Highway Maint Worker III	21H	7/5/2010	*	9/4/2010	Asst Highway Maint Suprv.	26M
DTPW-Admin	Claudia	Coleman-Brown	Secretarial Assistant	4PM	5/24/2010		8/21/2010	Sr. Executive Assistant - DTPW	7PM
DTPW	Carol	Steffes	Clerical Specialist DPW	05PM	6/15/2010		7/26/2010	Administrative Specialist DPW	07PM
Parks	Ralph	Hodkiewicz	Deputy Regional Manager	27M	4/19/2010		7/18/2010	Regional Manager	915E
Sheriff	Vernice	Strapp-Pitts	Executive Assistant - Child Support	6PM	6/21/2010		9/19/2010	Human Resources Coordinator - Sheriff	30M
Sheriff	Jose	Hernandez	Correction Officer 1	14Z	6/20/2010		9/18/2010	Correction Officer Lieutenant	23CM
Sheriff	Brandon	Hutchins	Correction Officer 1	14Z	6/20/2010		9/18/2010	Correction Officer Lieutenant	23CM
Sheriff	Daniel	Hughes	Deputy Sheriff Lieutenant	30M	6/27/2010		9/24/2010	Sheriffs Deputy Captain	915E
CSE	Tarsha	Stallworth	Office Support Assistant 2	02P	6/28/2010		8/27/2010	Executive Assistant Child Support	06PM

*Pursuant to M.C.G.O. 17.085(1), (2), or (7), the TAHC has been extended by the Director of DHR. The County Board of Supervisors and the County Executive must approve the second extension to a *vacant unclassified* position through adoption of a Resolution.

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

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DATE: July 9, 2010
TO: Supervisor Patricia Jursik, Chair, Personnel Committee
FROM: Candace Richards, Interim Director, DAS - Division of Human Resources *Candace M. Richards*
SUBJECT: Quarterly Report on Overtime Paid to Non-Represented FLSA Exempt Employees

Issue

Milwaukee County Code Section 17.16 governs overtime compensation for non-represented employees. As amended in November of 2009, the Code states that non-represented employees that are exempt from the requirements of the Fair Labor Standards Act (FLSA), other than ECP employees, shall be compensated for overtime for all hours worked in excess of forty hours in a week on a straight time basis and may only liquidate accrued overtime as compensatory time off. Payout of accrued overtime may occur for FLSA exempt employees if approved by the Director of Human Resources.

The Code requires the Director of Human Resources to provide the Personnel committee with quarterly reports of all overtime paid to non-represented employees that are FLSA exempt.

Background

The FLSA is the federal regulation regarding minimum wage and overtime compensation. Employees of public agencies are subject to the FLSA. Employees are presumed to be covered by the FLSA unless they meet certain specific conditions exempting them. The primary exemption that applies to County employees concerns executive, administrative, professional and some computer capacities.

In November of 2009, Milwaukee County amended Section 17.16(1)(b) of the County Code which governs overtime compensation for non-represented employees, as follows:

- Non exempt employees: Employees holding positions which are non-exempt from the FLSA shall receive time and one-half for all hours worked over forty hours per week.
- Exempt employees: Employees holding a position exempt from the FLSA who are not in an executive classification shall be compensated for overtime for all hours worked in excess of forty hours in a week on a straight time basis and may only liquidate accrued overtime as compensatory time off unless approved by the Director of Human Resources.

In March of 2010, the Board received a report from the Director of Human Resources presenting a consultant study of non-represented classifications. That study found that four classifications which had been classified as exempt from the FLSA should actually be classified as non-exempt. In the reverse, the consultant found 45 classifications that had been deemed non-exempt that should instead be classified as exempt from the FLSA.

Overtime Paid to Non-Represented FLSA Exempt Employees

The following table summarizes overtime compensation to non-represented FLSA exempt employees in the period February through June of 2010.

Number of Employees that accrued overtime	131
Hours of overtime accrued	3,450
Hours of overtime paid out	914
Total overtime paid out	\$46,868

During this period, the Director of Human Resources approved exemptions to the Behavioral Health Division for critical medical personnel. An exemption was also given to the Department of Child Support for overtime expenses related to a special project that are fully offset by stimulus funding. These exemptions account for \$18,594 of the paid overtime during this period.

The remaining \$28,274 was paid to employees who had a pay policy, within the payroll system, which resulted in payout of overtime rather than accrual as compensatory time off. The Department of Administrative Services is currently modifying the pay policies of these employees, so that overtime is accrued instead of paid-out. Per a memo to departments from the Fiscal and Budget Administrator dated December 22, 2009, departments were to grant overtime only in cases of critical need. Each of these cases will be reviewed to ensure that the pay policy is consistent with the County Code.

Recommendation

This report is informational only.

- cc: Cynthia Archer, DAS Director
Tom Nardelli, County Executive Chief of Staff
Jerry Heer, County Auditor
Scott Manske, Controller
Mary Ann Grimes, Corporation Counsel