

**Chairperson:** Supervisor Patricia Jursik, 278-4231

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

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

## COMMITTEE ON PERSONNEL

**Friday, January 29, 2010 -- 9:00 a.m.**  
Milwaukee County Courthouse, Room 201-B

### MINUTES

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

#### **SCHEDULED ITEMS:**

1. 10-22(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:**

Dr. Karen Jackson, Director, Human Resources, DAS

00:27

Dr. Jackson provided a brief overview of the report.

*The Committee took no action regarding this item.*

2. 10-23(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

00:20

Dr. Jackson provided a brief overview of the report.

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

3. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

**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.*

**Item #s 4 and 5 were considered together.**

4. 09-408(a)(a) From the Director of Human Resources requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Health and Human Services Director.

**SEE ITEM #5 FOR COMMITTEE ACTION**

5. 09-409(a)(a) From the Director of Human Resources requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Child Support Director.

**APPEARANCE:**

Dr. Karen Jackson, Director, Human Resources, DAS  
  
Questions and comments ensued.

***MOTION BY: (Borkowski) Approve Item #s 4 and 5. 7-0***

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

***NOES:*** 0

6. 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)**

**APPEARANCE:**

00:15 Dr. Karen Jackson, Director, Human Resources, DAS  
  
Dr. Jackson highlighted the report by summarizing the numbers that represent employees laid off, placed, and retired.

**SCHEDULED ITEMS:**

Questions and comments ensued.

***MOTION BY: (Borkowski) Receive and Place on File the report from the Director of Human Resources, dated January 22, 2010. 7-0***

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

***NOES:*** 0

7. 09-391(a)(a) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2010 Adopted Budget.

**APPEARANCES:**

Dr. Karen Jackson, Director, Human Resources, DAS  
John Ruggini, Assistant Fiscal and Budget Administrator, DAS  
Cynthia Archer, Director, Department of Administrative Services (DAS)  
Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff

00:18

Dr. Jackson stated this report is prepared annually following the budget cycle. In the budget, there are certain new positions that are proposed. It is Human Resources' duty to review the positions and recommendations made and assign the appropriate titles and rates of pay that align with the classification system. Upon approval of the Board, departments can begin to fill the positions.

04:50

Questions and comments ensued.

05:39

Supervisor De Bruin requested information from Human Resources - DAS clarifying which positions originally existed in 2009, were abolished in the County Executive's 2010 Recommended Budget, but were later reversed by the Board and recreated for 2010. She would like to know the net change in how many FTEs there are compared to the layoffs versus the new creates.

08:00

Mr. Ruggini was able to provide some information in response but will provide the Supervisor with what was requested.

09:30

Supervisor Schmitt requested that the full Board receive a

**SCHEDULED ITEMS:**

- 11:57 copy of the job description for the Director of Economic Development.
- Madame Chair directed that the position of Director of Economic Development come back before the Committee for review.
- 14:52 Inspector Schmidt brought it to the Committee's attention that for Org. 4000, the position title reads "Psychiatric Social Worker Coordinator." The position title was intended to be "Psychiatric Social Worker Supervisor."
- After discussion, Madame Chair, with no objections by the Committee, directed Dr. Jackson to resubmit the position table with the corrected title for Org. 4000.

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

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

***NOES:*** 0

8. 10-74 From the Director, Employee Benefits Division recommending approval of purchasing a Stop/Loss Insurance Policy. **(Also to the Committee on Finance and Audit.)**

**APPEARANCES:**

David Arena, Director, Employee Benefits Division, Human Resources

Scott Manske, Controller, Administrative and Fiscal Affairs, DAS

00:22

Mr. Arena stated the County has a self-insured medical plan. This means that United Health Care, in this capacity, does not act as an insurance company but merely processes the claims. The County, in turn, pays them out of the operating budget. This entails a degree of risk because the amount to be paid is unpredictable every year. The amount is projected, but it is not totally predictable. In order to mitigate this risk, an insurance policy is taken out to protect the County against high-cost individual claims that exceed \$300,000 in any given year. This is what is referred to as a stop/loss contract. In 2008, the contract was put out to bid when the County switched to United Health Care from our previous claims administrator.

**SCHEDULED ITEMS:**

Bids were solicited with the help of Cambridge Advisory Group, the County's consultants and actuaries, as well as the Employee Workgroup. The stop/loss insurance premium was reduced by \$700,000. Numerous markets were solicited, however, the only company that responded to the bid this year was United Health Care.

Questions and comments ensued.

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

***AYES:*** Borkowski, Schmitt, Rice, Larson, Sanfelippo,  
and Jursik (Chair) – 6

***NOES:*** De Bruin - 1

**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):*

9. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

***MOTION BY: (Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 9. 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 item. 7-0***

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

***NOES:*** 0

The Committee convened into closed session at approximately 9:55 a.m. The Committee did not reconvene back into open session.

**ADDENDUM ITEM**

10. 10-62 A Resolution by Supervisors Sanfelippo and Rice amending Section 201.24 of the Milwaukee County Code of General

**SCHEDULED ITEMS:**

Ordinances to reduce the annual pension service credit multiplier for elected officials from two percent to one and six tenths percent for future years. **(Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.)**

00:33

Supervisor Sanfelippo stated Supervisors Borkowski, Cesarz, and Schmitt are co-sponsors of this resolution. He went on to state that the actuarial work has not been completed, so layover to the next meeting cycle is appropriate.

***MOTION BY: (Sanfelippo) Lay item over to the March meeting cycle. 7-0***

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

***NOES:*** 0

**STAFF PRESENT:**

Dr. Karen Jackson, Director, Human Resources, DAS  
Jack Takerian, Interim Director, Department of Transportation and Public Works  
John Ruggini, Assistant Fiscal and Budget Administrator, DAS  
Cynthia Archer, Director, Department of Administrative Services (DAS)  
Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff  
David Arena, Director, Employee Benefits Division, Human Resources  
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS  
Greg Gracz, Director, Labor Relations  
Rick Ceschin, Research Analyst, County Board

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: 9:04 a.m. to 11:10 a.m.

Adjourned,

***Jodi Mapp***

Committee Clerk  
Committee on Personnel

**SCHEDULED ITEMS:**