

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, June 18, 2010 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

EXCUSED: Supervisor Schmitt

ABSENT: Supervisor De Bruin

SCHEDULED ITEMS:

1. 10-236 A Resolution by Supervisor Jursik amending Chapters 79 and 80 of the Milwaukee County Code of General Ordinances to clarify the negotiation, review, and approval process for collateral agreements with collective bargaining units. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

Greg Gracz, Director, Labor Relations

Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)

00:42 Mr. Gracz read excerpts directly from District Council 48's Memorandum of Agreement with the County pertaining to the definition of what a collateral agreement is. He stated in the past, collateral agreements were not done according to contract, which has caused some problems. However, he assured the Committee that during his tenure, all collateral agreements have been signed by the appropriate individuals within the County. The collateral agreements referred to are intended to facilitate the ability of the department head to carry out the business of Milwaukee County. They are usually cost neutral, and in many cases, are very simple. Some, of course, can be more complex. He did, however, express the importance of departments having input.

06:23 Supervisor Jursik stated the intent of this resolution is to ensure the Board is informed of collateral agreements. Collateral agreements can range from a very minor issue that a department head should be able to address in terms of running their department, all the way up to collaterals that effect major policy issues. There is no mechanism in place to get reports on collateral agreements to this Board. She assured her colleagues that the intent of this resolution is not to micromanage departments. However, since collateral agreements affect the negotiated agreements with the various unions, the Board

SCHEDULED ITEMS:

should be informed. Therefore, all collateral agreements executed will be reported to the Committee on Personnel on a quarterly basis.

08:51 Bill Mollenhauer, AFSCME District Council 48, appeared and spoke regarding this matter.

Questions and comments ensued.

MOTION BY:(Jursik) Approve. 5-0

AYES: Jursik, Rice, Larson, Sanfelippo,
and Borkowski (Chair) – 5

NOES: 0

2. 10-237 A Resolution by Supervisor Holloway authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, to recommend revisions to the current list of positions in the classified service that are exempted from residency requirements as required by Rule II, Section 2 of the Civil Service Rules.

APPEARANCES:

Terrence Cooley, Chief of Staff, County Board
Mary Anne Grimes, Deputy, Corporation Counsel

00:30 Mr. Cooley appeared on behalf of County Board Chairman Holloway and explained that this resolution addresses the residency exemption issue. Under County rules, employees are required to live within the confines of Milwaukee County with exemptions for certain positions that are difficult to recruit for. A recent review indicated there are 65 position titles that are exempt, in addition to a number of unspecified nursing related positions; there are 520 incumbents in exempt positions; and out of that, 177 of those actually live outside of the County.

Mr. Cooley went on to state it is believed that while it may be necessary, for recruitment purposes, to exempt certain positions from the residency requirement, there can also be a negative side to this. With certain positions, it could deny employment to people who actually do live in Milwaukee County, which is a particular concern with unemployment rates being what they are right now. It also affects the County's wage base for individuals who do not reside in Milwaukee County. This is a disservice to the taxpayers of Milwaukee County whose taxes fund the position for a person that does not live in Milwaukee County. It sends a message that perhaps people are exempt because Milwaukee County is not an attractive place to live, which is certainly untrue.

SCHEDULED ITEMS:

The resolution directs the Human Resources Director to work with Corporation Counsel and County Board staff to review the current list of positions that are exempt from the residency requirement and make recommendations to the Civil Service Commission as to which of those positions should continue to be exempt, along with creating a process for reviewing exemptions on an ongoing basis. Mr. Cooley indicated that Chairman Holloway would appreciate the support of the Committee.

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

3. 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, Department of Administrative Services (DAS)

00:26 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

4. 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)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:18 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

5. 10-P-02 From the Chief of Staff, County Executive's Office, submitting an informational memo regarding the status of vacancies in appointed positions. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Thomas Nardelli, Chief of Staff, County Executive's Office

00:16 Mr. Nardelli stated that the memo submitted is pretty self-explanatory emphasizing the difficulty encountered while recruiting for these particular positions. He highlighted the Economic Development Director position stating a series of interviews were conducted, and a pool of approximately five candidates were considered. A candidate was selected, but chose to take another County position. They are now in the process of advertising again.

Questions and comments ensued.

MOTION BY:(Larson) RECEIVE AND PLACE ON FILE, the memo from the Chief of Staff, County Executive's Office, dated June 2, 2010, regarding the status of vacancies in appointed positions, with a follow-up report due for the September meeting cycle. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

6. 08-231(a) An adopted Resolution by Supervisors Weishan, Coggs, Thomas, Johnson, Dimitrijevic, and Borkowski authorizing and directing the Director of the Department of Administrative Services to provide an annual countywide report of funded but vacant positions. **(Also to the Committee on Finance and Audit.) (06/23/08: Annual report from DAS.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)
Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)

00:46 Mr. Kreklow stated they took an overall snapshot considering the number changes virtually daily. The information gathered is a reflection as of April 22, 2010. A list was distributed to all departments in which they were asked to provide feedback on the reason for the vacancies in the categories listed in the report.

Questions and comments ensued.

SCHEDULED ITEMS:

08:46 Supervisor Larson requested information on where DAS /HR is in the process of hiring for the numerous vacancies in the Behavioral Health Division.

MOTION BY:(Borkowski) RECEIVE AND PLACE ON FILE, the report dated May 26, 2010, from the Fiscal and Budget Administrator, Department of Administrative Services (DAS), regarding vacant but funded positions. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

7. 10-107(a) From the Director, Department of Administrative Services (DAS), requesting endorsement of a corrective action to implement a supplemental furlough program for certain employees. **(Also to the Committee on Finance and Audit.) (05/21/10: Report due from DAS indicating the number of furlough days taken by department.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)
Josh Fudge, Fiscal Management Analyst, DAS

00:41 Mr. Fudge provided a brief overview and stated based on data accumulated through Pay Period 11, which ended on May 15, 2010, the number of hours that have been taken by department is reflected along with the number of hours that have been assigned to each department to be taken by Pay Period 14, which ends on June 26, 2010. He walked the Committee through the history of furlough days reviewing the numbers in detail.

Mr. Fudge told the Committee to note that it is not possible to say whether the furlough hours that have been taken or need to be taken are a part of the Executive Order or the Adopted Budget, as all the hours are pooled together. The initial request was for the number of days. However, they had to use the number of hours because hours are prorated on whether or not an employee is full time, part time, or new. He also noted that some of the constitutional offices have different participation levels. Those are factored in. All departments appear to be on track.

Questions and comments ensued.

SCHEDULED ITEMS:

MOTION BY: *(Borkowski) RECEIVE AND PLACE ON FILE, the report dated June 8, 2010, from the Fiscal and Budget Administrator, Department of Administrative Services (DAS), regarding the number of furlough days taken by department. 5-0*

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

8. 10-P-03 From the Executive Director, American Federation of State, County, and Municipal Employees (AFSCME), District Council 48, a letter dated June 2, 2010, regarding the negotiation of a collective bargaining agreement. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Greg Gracz, Director, Labor Relations
Mark Vetter, Attorney

01:03 Mr. Vetter indicated there is a statement in the letter that the declaratory ruling proceeding, which is currently pending with AFSCME District Council 48, is a frivolous declaratory ruling. The petition is based upon current Wisconsin Supreme Court and Wisconsin Employment Relations Commission decisions related to layoffs, furloughs, and reduction in work hours. He also stated he thinks there is a misconception with respect to the declaratory ruling proceeding holding up the process of attempting to get an agreement with AFSCME District Council 48. Mr. Vetter emphasized that there is nothing that precludes the parties at this stage or any stage from getting together and negotiating with respect to a new collective bargaining agreement. The declaratory ruling process only delays going to interest arbitration. Even after you file a petition for interest arbitration, the parties are permitted to still continue to bargain and negotiate actually up until the point when an arbitrator would render a decision. There have been two separate hearings on the declaratory ruling. During the first hearing, the parties engaged in discussions with respect to possibilities of moving forward towards a settlement. Mr. Vetter ended his remarks by stating if the Union is interested in continuing discussions or negotiations pending the outcome of this legal action, Mr. Gracz, the chief negotiator for the County, would be the appropriate person for the Union to contact to proceed.

SCHEDULED ITEMS:

Questions and comments ensued.

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):

9. 10-P-01 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. 5-0

AYES: Borkowski, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 5

NOES: 0

The Committee convened into closed session at approximately 10:42 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations

Steve Kreklow, Fiscal and Budget Administrator, Department of Administrative Services (DAS)

Terrence Cooley, Chief of Staff, County Board

Mary Anne Grimes, Deputy, Corporation Counsel

Dr. Karen Jackson, Director, Human Resources, DAS

Thomas Nardelli, Chief of Staff, County Executive's Office

Josh Fudge, Fiscal Management Analyst, DAS

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: 9:09 a.m. to 11:09 a.m.

Adjourned,

Jodi Mapp

Committee Clerk

Committee on Personnel