

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, September 24, 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. 10-280 A Resolution by Supervisor Holloway amending Chapter 17 of the Milwaukee County Code of General Ordinances to require all employees hired on or after October 1, 2010, in the unclassified service to establish and maintain residency within Milwaukee County. **(07/16/10: Approved in Committee 5-1.) (07/29/10: Referred back to Committee by the Board 19-0.)**

APPEARANCES:

Terrence Cooley, Chief of Staff, County Board
Tim Schoewe, Acting Corporation Counsel

- 00:33 Mr. Cooley explained with this resolution, the Chairman's intent is to address an equity issue between employees in the classified and unclassified service. This ordinance would require employees in the unclassified service to be subject to the same residency rule as employees in classified service. In addition to equity, it also provides clarity. The current ordinance has a series of exemptions from residency. Some of those exemptions apply to unclassified employees, so, in essence, you are exempting these employees from something that technically does not apply to them. In general, all employees would be subject to the residency rule. There would still be exemptions with provisions for review. Mr. Cooley respectfully requested the Committee's support on behalf of Chairman Holloway.

Questions and comments ensued.

MOTION BY:(Borkowski) Reaffirm the Committee's previous recommendation to approve the said Resolution/Ordinance amending Chapter 17 of the Milwaukee County Code of General Ordinances to

SCHEDULED ITEMS:

require all employees hired on or after August 1, 2010, in the unclassified service to establish and maintain residency within Milwaukee County. 6-1

AYES: Borkowski, De Bruin, Schmitt, Larson, Sanfelippo, and Jursik (Chair) – 6

NOES: Rice - 1

2. 10-236(a) An adopted 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.) (Per adoption of the Resolution, Quarterly Report due from Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

00:51 Mr. Gracz indicated that this is the first report of its kind produced by Labor Relations and is a summary for all agreements. The report is self-explanatory. Most of the collateral agreements listed are operational. Mr. Gracz specifically discussed the Federation of Nurses and Health Professionals agreement stating this particular agreement was brought before the Committee. He entertained suggestions regarding the report's format and stated the report will be reproduced for the next quarterly meeting cycle.

Questions and comments ensued.

The Committee took no action regarding this informational report.

3. 10-15(a) From the Interim Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the "classified" or "unclassified" service.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:25 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

4. 10-22(a) From the Interim 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:

Candace Richards, Interim Director, Human Resources
Richard Schmidt, Inspector, Office of the Sheriff
Marlo Knox, Human Resources Manager, Office of the Sheriff
John Priebe, Fiscal Affairs, Office of the Sheriff

00:24 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

MOTION BY:(De Bruin) Refer the three Sheriff positions, Org. Unit 4316, contained within the Reclassification section of the report back to the Office of the Sheriff and Human Resources-DAS for further clarification and fiscal information for the October meeting cycle. 7-0

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

NOES: 0

All remaining items contained in the Reclassification section and all remaining sections contained within the September report will be implemented.

5. 10-23(a) From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Geri Lyday, Interim Director, Department of Health and Human Services

00:53 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

09:03 Supervisor Borkowski requested a report for the October meeting cycle that reflects the number of staff psychiatrists employed at the

SCHEDULED ITEMS:

Behavioral Health Division (BHD), the number of staff psychiatrists BHD is supposed to have, County pay for the position versus industry pay in the Midwest, and position turnover information. Position turnover information should be reviewed over a period of the last three years.

12:10 Supervisor De Bruin requested additional information on not only psychiatrists, but the medical staff in its entirety, be added to the report.

The Committee took no action regarding this informational report.

6. 10-24(a) From the Interim Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments.
(INFORMATIONAL ONLY)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:14 Ms. Richards provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 10-243(a) From the Chief of Staff, County Executive's Office, submitting an informational memo regarding the status of vacancies in appointed positions. **(06/18/10: Follow-up report due.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

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

00:18 Mr. Nardelli stated that as the Committee can see from the memo submitted, it is pretty obvious that the closer November gets, the more difficult it is to find people to take jobs in appointed positions on a permanent basis because of the possible changes that could occur. He went on to state the County Executive's Office is happy to report, however, that a candidate for the Director of the Department on Economic Development received unanimous approval from the Committee on Economic and Community Development. The nominee will go before the Board for confirmation. Mr. Nardelli indicated they continue to work on trying to fill the position of the Chief Information Officer, which was delayed by the fact that they had

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a candidate. Due to family issues, that candidate bowed out at the eleventh hour. It is only delayed now because the people involved in making the selection are busy putting together the budget. Once that is done, the process of vetting others who have applied will begin.

Mr. Nardelli stated the County Executive is very pleased with the performance of people who have stepped up and taken positions on an interim basis. Some will come forward as nominees at some point.

Questions and comments ensued.

The Committee took no action regarding this informational report.

8. 10-294 From Acting Corporation Counsel, requesting authorization to terminate Milwaukee County's contract with Davis & Kuelthau S.C. and to negotiate and execute a not to exceed \$50,000 contract with Buelow, Vetter, Buikema, Olson, & Vleit LLC to advise and represent Milwaukee County in matters relating to mediation/arbitration with employee unions.

APPEARANCE:

Tim Schoewe, Acting Corporation Counsel

- 00:27 Mr. Schoewe stated earlier this year, Mark Vetter, who has appeared before this Board quite often and was the lead attorney at Davis and Kuelthau, and the labor team left that firm and created their own boutique law firm. In the interest of maintaining the continuity of representation in a number of labor relations matters for this Committee and the County, it is requested that this contract be approved to continue that representation.

Questions and comments ensued at length.

- 12:12 Supervisor De Bruin requested a follow-up report from Corporation Counsel and County Board staff examining open ended contracts, particularly this contract that is before the Committee, and provide recommendations as to what might be the most appropriate way to deal with such contracts in relation to expiration dates. The review of the current contract should be done within a format as to not disrupt the County's ongoing representation that encompasses the confidentiality and experience retained by Mr. Vetter. She expressed her main concern is open ended contracts with no public oversight.

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MOTION BY:(Jursik) Approve. 7-0

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

NOES: 0

9. 10-312 From the Interim Director, Department of Family Care, requesting authorization to double fill a position of Contract Manager (CMO), Pay Range 35M, for approximately 12 weeks in late 2010.

APPEARANCE:

Maria Ledger, Interim Director, Department of Family Care

00:17 Ms. Ledger stated the double fill is needed because the incumbent in this position has identified a 2010 retirement date. The Department would like to move forward by putting together a list of candidates to prevent a gap between when the incumbent leaves and when the new person starts. The request is for twelve weeks; however, in all likelihood, the period will be significantly shorter.

MOTION BY:(Borkowski) Approve. 7-0

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

NOES: 0

10. 10-331 From the Interim Director, Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Mr. James Martin for the position of IT Director.

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:14 Ms. Richards stated this is a request pursuant to ordinance. Mr. Martin is on a TAHC to an unclassified position from the classified service. He has had one ninety-day extension. Any extension beyond that requires approval by resolution.

Questions and comments ensued.

MOTION BY:(Borkowski) AMEND the resolution by inserting the following verbiage on Line 35 after "(CIO)": " , until December 17, 2010, or until a permanent Chief Information Officer is confirmed, whichever occurs first." 7-0

SCHEDULED ITEMS:

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

NOES: 0

MOTION BY:(Borkowski) Approve as AMENDED. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

EXCUSED: Larson

11. 09-257(a) From the Director of Human Resources recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(Quarterly Report.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

- 00:25 Ms. Richards provided the Committee with an overview of the quarterly report by reviewing numbers as they relate to non-represented employees exempt from FLSA who were paid for overtime in excess of 40 hours per week versus accruing the time.

Questions and comments ensued.

The Committee took no action regarding this informational report.

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

12. 10-308 From the Director, Department of Transportation and Public Works, requesting authorization to abolish one position of Administrative Assistant III – Airport and create one position of Airport Operations Coordinator II in the Airport Operations Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Terry Blue, Deputy Director, Airport

- 00:38 Mr. Blue stated the Administrative Assistant III position is vacant due to a promotion. This is simply an opportunity to convert from one

SCHEDULED ITEMS:

position that there is a lesser need for to another position that there is a greater need for. Because they are both represented by the same union and have the same pay range, there is no impact to the Airport's budget, no tax levy impact, and no change in the number of represented positions. This staffing change will better meet the needs of the organization.

MOTION BY:(Borkowski) Approve. 7-0

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

NOES: 0

13. 10-324 From the Interim Director, Department of Health and Human Services, requesting authorization to abolish, upon vacancy, two FTE positions of Disabilities Services Specialist, and create five FTE positions of Disability Services Coordinator (one unfunded) and one FTE position of Program Manager-Children's Services (unfunded). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Geri Lyday, Interim Director, Department of Health and Human Services

00:35 Ms. Lyday stated that this request is due to the expansion of children's programs in the Disability Services Division. They currently have some additional resources to fund about 130 new families who have children with disabilities as well as about 150 additional transitional slots for young adults who eventually will move into Family Care. As those resources were expanded, they reviewed what positions would be needed internally from an administrative standpoint.

MOTION BY:(Borkowski) 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):

14. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCE:

SCHEDULED ITEMS:

Greg Gracz, Director, Department of Labor Relations

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 # 14. 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 10:22 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Terrence Cooley, Chief of Staff, County Board
Tim Schoewe, Acting Corporation Counsel
Greg Gracz, Director, Labor Relations
Candace Richards, Interim Director, Human Resources, DAS
Richard Schmidt, Inspector, Office of the Sheriff
Marlo Knox, Human Resources Manager, Office of the Sheriff
John Priebe, Fiscal Affairs, Office of the Sheriff
Geri Lyday, Interim Director, Department of Health and Human Services
Thomas Nardelli, Chief of Staff, County Executive's Office
Maria Ledger, Interim Director, Department of Family Care
Terry Blue, Deputy Director, Airport
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: 9:03 a.m. to 10:45 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel

SCHEDULED ITEMS:

DEADLINE FOR THE PERSONNEL COMMITTEE:

**The next regular meeting of the Personnel Committee is
Friday, October 29, 2010 @ 9:00 a.m.**

All items for the agenda must be in the Committee Clerk's possession by the morning of
the business day on ***Friday, October 15, 2010.***

***ADA accommodation requests should be filed with the Milwaukee County Office for Persons with
Disabilities 278-3932 (voice) or 278-3937 (TTY) upon receipt of this notice.***