



# Milwaukee County

County Courthouse  
901 N. 9th Street, Rm. 201  
Milwaukee, WI 53233

## Meeting Minutes Personnel Committee

*Chairperson: Supervisor Joe Sanfelippo*

*Clerk: Jodi Mapp, 278-4073*

*Research Analyst: Rick Ceschin, 278-5003*

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Friday, December 9, 2011

9:00 AM

Room 201-B

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### Call To Order

**Present** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 1      [RES 11-625](#)      A resolution providing for advisory referenda on the April 3, 2012, election ballot on the questions of reform of County government through a reduction in the size and compensation of the Milwaukee County Board of Supervisors. **(Referred to the Committees on Finance and Audit and Personnel.)**

**Sponsors:**      Rice and Cesarz

**Attachments:**      [RESOLUTION](#)  
[FISCAL NOTE](#)  
[CB Resolution](#)  
[Audio PER 12/09/11](#)

Supervisor Cesarz requested to be added as a co-sponsor.

A motion was made by Supervisor Rice to approve this resolution. The motion **PREVAILED** by the following vote:

**Aye:** 4 - Borkowski, Cesarz, Rice and Sanfelippo

**No:** 3 - Schmitt, Lipscomb Sr. and Haas

- 2      [RES 11-632](#)      A resolution providing for an advisory referendum on the April 3, 2012, election ballot to inquire of Milwaukee County residents whether elected County officials should be permitted to hold employment beyond their elected role. **(Referred to the Committees on Finance and Audit and Personnel.)**

**Sponsors:**      Biddle Sr.

**Attachments:**      [RESOLUTION](#)  
[FISCAL NOTE](#)  
[Audio PER 12/09/11](#)

Prior to commencement of the meeting, the Chairman announced that this item would be withdrawn from Committee.

- 3      [INF 11-549](#)      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.)**

Attachments:      [REPORT](#)  
                                 [Audio PER 12/09/11](#)

**APPEARANCES:**

Candace Richards, Interim Director, Department of Human Resources  
Tia Torhorst, Director of Legislative Affairs, County Executive's Office

Supervisor Schmitt requested that Human Resources provide dollar amounts in addition to pay ranges on the report.

He also requested that the County Executive's Office provide the Committee with an Org. Chart that contains names and contact information.

This item was discussed with no action taken.

- 4      [INF 11-550](#)      From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.  
**(INFORMATIONAL ONLY)**

Attachments:      [REPORT](#)  
                                 [Audio PER 12/09/11](#)

**APPEARANCE:**

Candace Richards, Interim Director, Department of Human Resources

This item was discussed with no action taken.

- 5      [INF 11-533](#)      From the Interim Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments.  
**(INFORMATIONAL ONLY)**

Attachments:      [REPORT](#)  
                                 [Audio PER 12/09/11](#)

**APPEARANCE:**

Candace Richards, Interim Director, Department of Human Resources

This item was discussed with no action taken.

6        [INF 11-496](#)        From the Interim 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)**

Attachments:        [REPORT](#)  
                               [Audio PER 12/09/11](#)

**APPEARANCE:**  
**Candace Richards, Interim Director, Department of Human Resources**

Supervisor Rice requested that future reports contain historical information on how current quarters compare to the quarters of the previous year.

This item was discussed with no action taken.

**Item #s 7-13 were considered together.**

7        [11-445](#)        From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Robby Lemmerman who is currently serving in the position of Park Unit Coordinator within the Department of Parks, Recreation, and Culture until such time that a permanent appointment is made.

Attachments:        [REPORT](#)  
                               [RESOLUTION](#)  
                               [FISCAL NOTE](#)  
                               [REVISED REPORT](#)  
                               [REVISED RESOLUTION](#)  
                               [REVISED FISCAL NOTE](#)  
                               [CB Resolution](#)  
                               [Audio PER 12/09/11](#)

**APPEARANCE:**  
**Candace Richards, Interim Director, Department of Human Resources**

A motion was made by Supervisor Borkowski to **AMEND** the resolution by deleting "January 11, 2012" on Line 35 and inserting "April 30, 2012." The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

A motion was made by Supervisor Borkowski to **approve this item AS AMENDED.** The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

8      [11-446](#)      From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Paul Corrao who is currently serving in the position of Park Unit Coordinator within the Department of Parks, Recreation, and Culture until such time that a permanent appointment is made or November 30, 2011, whichever is earlier.

- Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)  
                                  [REVISED REPORT](#)  
                                  [REVISED RESOLUTION](#)  
                                  [REVISED FISCAL NOTE](#)  
                                  [CB Resolution](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCE:**  
**Candace Richards, Interim Director, Department of Human Resources**

**A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "January 11, 2012" on Line 35 and inserting "April 30, 2012." The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 9      [11-447](#)      From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Dave Engelmann who is currently serving in the position of Park Unit Coordinator within the Department of Parks, Recreation, and Culture until such time that a permanent appointment is made or November 30, 2011, whichever is earlier.

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)  
                                  [REVISED REPORT](#)  
                                  [REVISED RESOLUTION](#)  
                                  [REVISED FISCAL NOTE](#)  
                                  [CB Resolution](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCE:**

**Candace Richards, Interim Director, Department of Human Resources**

**A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "January 11, 2012" on Line 35 and inserting "April 30, 2012." The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 10      [11-448](#)      From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Sean Payne, who is currently serving in the position of IT Manager-Server, through January 10, 2012.

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)  
                                  [CB Resolution](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCE:**

**Candace Richards, Interim Director, Department of Human Resources**

**A motion was made by Supervisor Borkowski to AMEND the resolution by deleting the words "through January 10, 2012" on Line 35 and inserting "until the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

11      [11-449](#)

From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Dennis Dietscher who is currently serving in the position of Risk Manager within the Department of Administrative Services/Risk Management Division until such time that a permanent appointment is made.

- Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)  
                                  [CB Resolution](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCE:**  
**Candace Richards, Interim Director, Department of Human Resources**

**A motion was made by Supervisor Borkowski to AMEND the resolution by deleting the words "a permanent Risk Manager is appointed" at the end of Line 31 and on Line 32 and inserting "until the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 12      [11-521](#)      From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Justin Rodriguez, who is currently serving in the position of Capital Finance Manager until such time as the position becomes permanently vacant or the incumbent returns to the position.

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)  
                                  [CB Resolution](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCE:**

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "either the current incumbent returns to the position or the position becomes vacant and a permanent Capital Finance Manager is appointed" on Lines 33-35 and inserting "the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 13      [11-522](#)      From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Pamela Bryant, who is currently serving in the position of Fiscal and Budget Administrator until such time as an appointment is made to the position.

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)  
                                  [CB Resolution](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCE:**

Candace Richards, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to AMEND the resolution by deleting "a permanent Fiscal & Budget Administrator is appointed" on Lines 33 and 34 and inserting "the position is filled or until April 30, 2012, whichever is earlier." The motion PREVAILED by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

A motion was made by Supervisor Borkowski to approve this item AS AMENDED. The motion PREVAILED by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

14      [11-524](#)

From the Interim Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2012 Adopted Budget.

**Attachments:**      [REPORT](#)  
                                 [RESOLUTION](#)  
                                 [FISCAL NOTE](#)  
                                 [REVISED REPORT](#)  
                                 [REVISED RESOLUTION](#)  
                                 [REVISED FISCAL NOTE](#)  
                                 [CB Resolution](#)  
                                 [Audio PER 12/09/11](#)

**APPEARANCES:**

**Candace Richards, Interim Director, Department of Human Resources**  
**CJ Pahl, Assistant Fiscal and Budget Administrator, DAS**

**A motion was made by Supervisor Rice to lay over the Labor Relations Manager position as delineated in the report from Interim Director of Human Resources dated December 5, 2011. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**A motion was made by Supervisor Cesarz to approve the balance of the positions as delineated in the report from Interim Director of Human Resources dated December 5, 2011. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

15      [11-483](#)

From the Director, Department on Aging, requesting authorization to double fill the position of Program and Policy Coordinator (Title Code 65860, Pay Range 30M) for approximately six (6) months beginning in late 2011.

**Attachments:**      [REPORT](#)  
                                 [RESOLUTION](#)  
                                 [FISCAL NOTE](#)  
                                 [CB Resolution](#)  
                                 [Audio PER 12/09/11](#)

**APPEARANCE:**

**Stephanie Stein, Director, Department on Aging**

**A motion was made by Supervisor Borkowski to approve this item. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 16      [ORD 11-20](#)      From the Employee Benefits Workgroup, requesting authorization to amend Sections 17.18 and 17.184 of the Milwaukee County Code of General Ordinances as it pertains to sick leave policies regarding sick allowance accrual and payout or credit at retirement. **(Referred to the Committees on Finance and Audit and Personnel.) (11/03/11: Referred back to the Committee on Personnel by the Board.)**

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION/ORDINANCE](#)  
                                  [FISCAL NOTE](#)  
                                  [CB Resolution](#)  
                                  [Audio F&A 10/27/11](#)  
                                  [Audio PER 10/28/11](#)  
                                  [FOLLOW-UP REPORT](#)  
                                  [ATTACHMENT I](#)  
                                  [ATTACHMENT II](#)  
                                  [AMENDMENT 1](#)  
                                  [REVISED FISCAL NOTE](#)  
                                  [CB Amended Ordinance](#)  
                                  [Audio F&A 12/08/11](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCES:**

**Mark Grady, Deputy, Corporation Counsel**

**Scott Manske, Controller, Department of Administrative Services**

**A motion was made by Supervisor Schmitt that the Committee on Personnel concur with the Committee on Finance and Audit and approve this item. The motion PREVAILED by the following vote:**

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 17      [ORD 11-23](#)      From Corporation Counsel, requesting authorization to amend Sections 201.24(2.4) of the Milwaukee County Code of General Ordinances as it pertains to members of the Milwaukee County Employee Retirement System that are employed by the State of Wisconsin. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION/ORDINANCE](#)  
                                  [FISCAL NOTE](#)  
                                  [PENSION BOARD COMMENT](#)  
                                  [ACTUARIAL REPORT](#)  
                                  [CB Ordinance](#)  
                                  [Audio F&A 12/08/11](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCES:**

Mark Grady, Deputy, Corporation Counsel  
Larry Langer, Principal Consulting Actuary, Buck Consultants

A motion was made by Supervisor Cesarz that the Committee on Personnel concur with the Committee on Finance and Audit and the Pension Study Commission and approve. The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 18      [ORD 11-28](#)      From the Department of Administrative Services, requesting authorization to amend Chapter 17 of the Milwaukee County Code of General Ordinances as it pertains to employee wages and healthcare benefits based on the provisions of the 2012 Adopted Budget and to codify certain benefits of represented employees. **(Referred to the Committees on Finance and Audit and Personnel.)**

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION/ORDINANCE](#)  
                                  [FISCAL NOTE](#)  
                                  [CB Ordinance](#)  
                                  [Audio F&A 12/08/11](#)  
                                  [Audio PER 12/09/11](#)

**APPEARANCES:**

CJ Pahl, Assistant Fiscal and Budget Administrator, DAS  
Pamela Bryant, Interim Fiscal and Budget Administrator, DAS

A motion was made by Supervisor Schmitt that the Committee on Personnel concur with the Committee on Finance and Audit and approve. The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 19      [INF 11-564](#)      From the Department of Administrative Services submitting an informational report regarding the establishment of the salary for the elected comptroller position. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments:**      [Audio PER 12/09/11](#)
- APPEARANCE:**  
Candace Richards, Interim Director, Department of Human Resources
- Supervisor Borkowski requested a written report on this position, inclusive of salary, by the day of the full County Board meeting.
- A motion was made by Supervisor Borkowski to lay this item over to the Call of the Chair. The motion **PREVAILED** by the following vote:
- Aye:** 5 - Borkowski, Schmitt, Cesarz, Rice and Sanfelippo
- No:** 2 - Lipscomb Sr. and Haas
- 20      [INF 11-565](#)      From the Department of Administrative Services, providing a verbal informational report regarding review of employment policies as a result of 2011 Wisconsin Act 10. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments:**      [Audio PER 12/09/11](#)
- APPEARANCE:**  
Candace Richards, Interim Director, Department of Human Resources
- This item was discussed with no action taken.
- 21      [INF 11-555](#)      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. **(Referred to the Committees on Finance and Audit and Personnel.) (Per adoption of the Resolution, Quarterly Report due from Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments:**      [REPORT](#)  
   [Audio PER 12/09/11](#)
- APPEARANCE:**  
Fred Bau, Interim Director, Labor Relations
- This item was discussed with no action taken.

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

- 22      [11-434](#)      From the Interim Director, Department of Health and Human Services, requesting authorization to abolish one Executive Director 2/Associate Director Clinic Operations position, one Quality Improvement and Risk Coordinator position, and one Executive Director 2/Associate Hospital Administrator 2 Mental Health Complex position upon vacancy and create one Associate Hospital Administrator/Clinical Compliance position, one Director of Quality and Organizational Improvement position, and one Policy and Procedures Coordinator position in the Behavioral Health Division. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments:      [DEPT REPORT](#)  
                          [DAS REPORT](#)  
                          [RESOLUTION](#)  
                          [FISCAL NOTE](#)  
                          [DHR REPORT](#)  
                          [REVISED DAS REPORT](#)  
                          [REVISED RESOLUTION](#)  
                          [REVISED FISCAL NOTE](#)  
                          [AMENDMENT](#)  
                          [CB F&A Resolution](#)  
                          [CB PER AMENDED Resolution](#)  
                          [Audio F&A 12/08/11](#)  
                          [Audio PER 12/09/11](#)

**APPEARANCES:**

Hector Colon, Acting Director, Department of Health and Human Services (DHHS)

Paula Lucey, Administrator, Behavioral Health Division, DHHS

A motion was made by Supervisor Borkowski to **AMEND** the resolution by adding "(Position Number 00080043-000002)" on Line 51 directly underneath the position title "Exdir 2-Asstospadm2-MHC." The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

A motion was made by Supervisor Borkowski to **approve this item AS AMENDED**. The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):**

**The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g), and (e) for the purpose of the Committee receiving oral or written advise from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter(s):**

**Item #s 23 and 24 were considered together.**

- 23     [INF 11-104](#)     Deliberation, negotiation, or renegotiation of collective bargaining agreements.

**Attachments:**     [Audio PER 09/23/11](#)  
                          [Audio PER 10/21/11](#)  
                          [Audio PER 10/28/11](#)  
                          [Audio PER 11/03/11](#)  
                          [Audio PER 12/09/11](#)

**APPEARANCE:**  
Fred Bau, Interim Director, Labor Relations

A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1) (c), (g), and (e) for the purpose of discussing Item #s 23 and 24. 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. The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 24     [INF 11-566](#)     From Corporation Counsel providing a report regarding District Council 48 v. Milwaukee County, Case # 2011-CV-1542.

**Attachments:**     [Audio PER 12/09/11](#)

**APPEARANCE:**  
Fred Bau, Interim Director, Labor Relations

A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1) (c), (g), and (e) for the purpose of discussing Item #s 23 and 24. 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. The motion **PREVAILED** by the following vote:

**Aye:** 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**The Committee convened into closed session at approximately 11:18 a.m. The Committee did not reconvene back into open session.**

The foregoing items were not necessarily considered in agenda order.

Length of meeting: 9:06 a.m. to 11:45 a.m.

Adjourned,

Jodi Mapp  
Committee Clerk  
Committee on Personnel

Deadline for the next meeting:

The next regular meeting for the Committee on Personnel is Friday, January 27, 2012. All items must be in the Committee Clerk's possession by the end of the business day on Thursday, January 12, 2011.