



# Milwaukee County

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

## Meeting Agenda

### Personnel Committee

*Chairperson: Supervisor James "Luigi" Schmitt*  
*Committee Coordinator: Shanin R. Brown, (414) 278-4073*  
*Research Analyst: Steve Cady, (414) 278-4347*

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Friday, December 2, 2016

9:00 AM

Room 201B

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#### Public Notice

*PLEASE TAKE NOTICE: Members of the Milwaukee County Board of Supervisors (County Board) who are not members of this committee may attend this meeting to participate or to gather information. Therefore, notice is hereby given that this meeting may constitute a meeting of the County Board and/or a meeting of one or more of the County Board's other committees, commissions, or task forces, although no action will be taken at this meeting by the County Board or any of its other committees, commissions, or task forces.*

*NOTICE: The Committee may consider and vote to recommend County Board adoption of a resolution related to the subject of any "information only" item listed on this agenda. The public will be offered the opportunity to comment on any such proposal at this meeting.*

#### Call To Order

##### RESOLUTION - 1

- 1      [16-698](#)      A resolution recognizing the second Monday of October as Indigenous Peoples' Day.

**Sponsors:** Weishan Jr.

**Attachments:** [RESOLUTION](#)

[FISCAL NOTE](#)

**DEPARTMENT OF HUMAN RESOURCES - 8**

- 2      [16-659](#)      From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2015-2016 Memorandum of Agreement between Milwaukee County and the Milwaukee County Fire Fighters' Association, International Association of Fire Fighters, Local 1072.

**Attachments:** [REPORT](#)  
[TENTATIVE AGREEMENT](#)  
[RATIFICATION LETTER](#)  
[RESOLUTION](#)  
[FISCAL ANALYSIS](#)  
[HR MEMO](#)

- 3      [16-610](#)      From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2015-2016 Memorandum of Agreement between Milwaukee County and the Milwaukee County Fire Fighters' Association, International Association of Fire Fighters, Local 1072.

**Attachments:** [REPORT](#)  
[TENTATIVE AGREEMENT](#)  
[RATIFICATION LETTER](#)  
[REVISED RESOLUTION](#)  
[REVISED FISCAL ANALYSIS](#)

**CLOSED SESSION - ITEM 4**

*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). At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary.*

- 4      [16-654](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, providing an informational report relative to: Reclassification of Existing positions; Advancements within the Pay Range; Reallocations of Non-Represented positions; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification.

**Attachments:** [REPORT](#)  
[OBJECTION LETTER \(11/15/16\)](#)  
[COST ANALYSIS MEMO](#)

- 5      [16-676](#)      From the Chief Human Resources Officer, Department of Human Resources (DHR), and the Director of Talent Acquisition and Human Resource Operations, DHR, requesting authorization to implement strategies designed to provide flexibility in recruiting for difficult-to-fill positions.
- Attachments: [REPORT](#)  
   [RESOLUTION](#)  
   [FISCAL NOTE](#)
- 6      [16-675](#)      From the Chief Human Resources Officer, Department of Human Resources (DHR), and the Director, Retirement Plan Services Division, DHR, providing an informational update regarding the Internal Revenue Service Voluntary Correction Plan. **(Considered by the Committees on Personnel and Finance and Audit) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments: [REPORT](#)  
   [PENSION ANALYSIS](#)
- 7      [16-633](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of a Community Engagement Coordinator in the Office of African American Affairs.
- Attachments: [HR REPORT](#)  
   [RESOLUTION](#)  
   [FISCAL NOTE](#)
- 8      [16-694](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of a Conservation, Research, and Sustainability Coordinator at the Milwaukee County Zoo.
- Attachments: [HR REPORT](#)  
   [RESOLUTION](#)  
   [FISCAL NOTE](#)
- 9      [16-696](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of a temporary Staff Veterinarian at the Milwaukee County Zoo.
- Attachments: [HR REPORT](#)  
   [RESOLUTION](#)  
   [FISCAL NOTE](#)

**DEPARTMENT OF PARKS, RECREATION, AND CULTURE - 2**

- 10      [16-715](#)      From the Director, Department of Parks, Recreation, and Culture (DPRC), requesting a retroactive extension of the Temporary Assignment to a Higher Classification for Mr. Michael Nowakowski, allowing him to continue to serve in the position of Park Maintenance Worker 2 In-Charge for the DPRC, for the period effective October 14, 2016, through December 31, 2016.

**Attachments:**   [REPORT](#)  
                          [RESOLUTION](#)  
                          [FISCAL NOTE](#)

- 11      [16-717](#)      From the Director, Department of Parks, Recreation, and Culture (DPRC), requesting a retroactive extension of the Temporary Assignment to a Higher Classification for Mr. Eddie Strong, allowing him to continue to serve in the position of Park Maintenance Worker for the DPRC, for the period effective October 14, 2016, through December 31, 2016.

**Attachments:**   [REPORT](#)  
                          [RESOLUTION](#)  
                          [FISCAL NOTE](#)

**RESOLUTION/ORDINANCE - 1**

- 12      [16-677](#)      From Corporation Counsel, requesting authorization to amend Section 201.24(4.1) of the Milwaukee County Code of General Ordinances, as it pertains to the "Rule of 75."

**Attachments:**   [REPORT](#)  
                          [RESOLUTION/ORDINANCE](#)  
                          [FISCAL NOTE](#)  
                          [PENSION ANALYSIS](#)

**Adjournment****Deadline for the next meeting:**

*The next regular meeting for the Committee on Personnel is Friday, January 20, 2017. All agenda setting copies MUST be in the Committee Coordinator's possession by 4:00 p.m. on Friday, January 6, 2017.*

**ADA accommodation requests:**

*ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities, 278-3932 (voice) or 711 (TRS), upon receipt of this notice.*